

## Lacamas Counseling – Intern Program

**Lacamas Counseling** seeks to be the central resource for mental wellness, personal well-being, and relationship health in Camas, WA. We are seeking counselors with diverse specialties who are eager to partner with us in that goal.

**Position Overview:** We are looking for counselors who can provide services to children, adolescents, adults, couples, families, and groups for the clients of Lacamas Counseling. Priority is given to a counselor who can offer couples counseling.

**About:** Lacamas Counseling has been established in Camas, WA since 2016. We are known in the community for providing competent mental health care. We also are fully invested in creating a healthy, sustainable, and enjoyable work environment for all of the professionals who work with us. Our passion has been to create a work environment that supports each other personally and professionally.

**Our Values:** Lacamas Counseling is only seeking providers who align with our values. We want counselors who are professional, have integrity, and desire collaboration.

**Professional** – It is our belief that counselors need to demonstrate a professional standard in how they present themselves, their timeliness to appointments, their responsiveness to clients, and their follow-through on all clinical documentation. We are only seeking counselors who show a commitment to continuing to deepen their clinical knowledge, specialties, and competence.

**Integrity** – It is our belief that counselors need to be full of integrity and be trustworthy to their clients, the community, and colleagues. Counselors need to demonstrate a commitment to practice in their areas of competence, seek supervision and consultation when needed, and follow-through on all professional tasks in a timely and respectful manner.

**Collaboration** – It is our belief that collaborative counselors have the humility, eagerness, and interpersonal skills that are necessary to provide the most thorough client care. We are only seeking professionals who value collaboration with their clients, providers within Lacamas Counseling & Psychiatry, and other trustworthy professionals in the community for coordination of care or appropriate referrals.

These values are integral to what we believe we should be modeling and teaching our clients as characteristics of wholistic well-being.

## **We Provide:**

- **Small Stipend** for the direct counseling services provided
- **Group Practice Electronic Health Record system:** All client care is coordinated through the group practice Electronic Health Record (EHR) (i.e. scheduling, client demographics, billing, payments, insurance, out-of-network superbills, clinical assessments, treatment plans, progress and psychotherapy notes, HIPAA compliant client communication, and electronic storage of additional documents). Lacamas Counseling client record management is completely electronic; no paper files are kept on site. The centralized EHR also allows Lacamas Counseling to provide administrative support to streamline and simplify client care for all providers.
- **Business of Counseling:** We support counselors in learning how to run a counseling business and private practice.
- **Lacamas Counseling Branding, Marketing, and Messaging:** Logos, branding, and group marketing will be available to all providers. We also provide business emails that allow for HIPAA compliant communication between Lacamas Counseling providers, fax, and Lacamas Counseling business cards.
- **Furnished office:** All offices are furnished, ADA accessible, stocked with basic office supplies, have a printer and scanner, and have regular office cleaning service.
- **Client care:** Furnished and clean waiting room with children's area, check-in kiosk to notify clinicians of client arrival, and water services.
- **Clinical Templates:** We have templates available for clinical assessments and client care.
- **Administrative support:** We assist with the administrative aspects of your work so that you can focus on counseling and client care. This optional administrative support can assist with incoming client calls, referrals, scheduling, billing and payments, out-of-network questions, group marketing, onboarding, daily questions and troubleshooting, mail, faxes, scanning, and client records.
- **Clinical Consultation:** Scheduled and spontaneous clinical consultations are available. We value warm, open, and collaborative professional work that encourages clinical and peer consultations in order to provide the best client care. We want you to be successful. Clinical Licensure Support by a Licensed Mental Health Counselor will be available on a weekly basis.
- **CEU's and Trainings:** Optional Continuing Education Units (CEU) and trainings will be made available as the Leadership Team is able to create and organize opportunities.
- **Warm and Collaborative Office Culture:** We are intentionally promoting and creating opportunities for relationships, connection, and collaboration amongst all the providers at Lacamas Counseling. We believe that healthy, warm, and enjoyable collegial relationships allow us greater capacity to meet the needs of our clients. Our kitchen and breakroom are set up to allow for communal breaks and shared meal times. Clinicians also enjoy spontaneously going on walks or sitting outside together.
- **Room for Autonomy and Individualized Businesses:** Lacamas Counseling intentionally created a business model that provides counselors with the most autonomy to create a work-flow and balance that best represents their intentions, values, and vocational plan. Each provider can decide the amount of work hours that are healthy and sustainable for

their individual and business needs; pursue the trainings and certifications that are relevant to their professional interests, passion, and clientele; customize clinical documents for their practice needs; and customize and individualize work schedules that fit their personal and professional needs.

- **Opportunity to Transition to Hired Positions.** We want to hire providers who align with our values and goals.

**Requirements:**

- Ability to operate independently
- Willingness to do self-marketing recommendations (e.g. free marketing profiles, blogs, trainings, online counselor communities)
- Alignment to Lacamas Counseling values: Professional, Integrity, and Collaboration

**To Apply:** Email resume and application to [priscilla@lacamascounseling.com](mailto:priscilla@lacamascounseling.com).

**Application Questions:**

1. What is your counseling experience (e.g. setting, clientele, specialties)?
2. What is your vocational experience (e.g. school, work, trainings, transferrable skills)?
3. What life experience has prepared you for this role?
4. How do you model the value of being professional (e.g. presentation, timeliness, responsiveness, follow-through, eagerness to increase clinical knowledge and competence)?
5. How do you model the value of having integrity (e.g. trustworthy, respect, consultation, commitment)?
6. How do you model the value of being collaborative (e.g. interpersonal skills, humility, connection, referrals, coordination of care)?
7. What are your ideal counseling interests (e.g. caseload, clientele, specialties)?
8. What is your ideal schedule and availability?
9. What are you looking for in a supervisor?
10. What training and support do you need in order to work with your ideal clientele?
11. What are your career goals (i.e. 5 year business plan, dream work environment, professional growth)?