



Position: Clinical Therapist (Part-Time & Full-Time)

Location: Wayland, MI - Hybrid Remote Work Optional

Schedule: Flexible - establish set schedule collaboratively with leadership upon hiring.

Evening availability at least one day a week is highly preferred.

Faith Orientation: Christian

Schug Counseling Services is seeking bright, energetic and passionate therapists to join our team. We are a mental health private practice dedicated to providing high quality evidence-based therapeutic services grounded strongly in the Christian faith. Schug Counseling Services is looking for 2 part-time and 2 full-time therapists who are aligned with our mission and values.

Our practice is committed to fostering an environment where clinicians feel supported and well cared for so that our clients are served from an overflow of our clinicians own wellbeing. We prioritize the importance of work/life balance and will encourage you in holding healthy boundaries around work.

We believe we minister first to Jesus and allow him to work through us to bring hope, restoration, and healing to our clients although many of our clients do not identify as Christians. We serve every client in accordance with the Code of Ethics and allow integration of faith in sessions to remain client led. We ensure that we meet clients where they are at in their faith journeys with love and respect for their autonomy.

We trust the leading of the Holy Spirit in each session and as we prepare to serve our clients with excellence. We believe in delivering cutting-edge care paired with authentic love and deep therapeutic rapport. We see our work as ministry and are seeking therapists who share our deep joy as we serve in this high calling.



Responsibilities

- Conduct individual, couples, or family therapy sessions, dependent on your area of expertise, utilizing evidence-based practices with the ability to integrate a faith based lens when appropriate and desired by the client.
- Develop and implement personalized treatment plans based on clinical assessment and client goals.
- Work collaboratively with clients to identify their strengths and challenges, fostering a therapeutic relationship based on respect, empathy, and understanding.
- Maintain timely and accurate records of clinical work in accordance with professional standards, practice standards, and privacy laws.
 - Our practice utilizes TherapyNotes EHR for scheduling, record keeping, clinical notes, and billing.
- Participate in regular supervision, team meetings, staff prayer and worship time (compensated) and ongoing professional development to enhance clinical skills and maintain licensure.
- Lead one therapeutic or support group a week that aligns with your areas of passion and expertise.
- Uphold the ethical standards of the profession and the values of our practice, including confidentiality, professionalism, and client-centered care.
- Contribute to the company's therapy meme collection. (Humor is a core value here!)
- Write and maintain up to date biography and clinician profile for website and various marketing platforms.
- Create (if needed) and maintain up to date CAQH, NPI and CHAMPS profiles as required for insurance billing (we will help walk you through this if you haven't previously established it in other positions, it's not scary we promise!)
- Occasional participation in community networking or advertising opportunities as available (examples include local downtown summer fest, chamber of commerce holiday party, etc. paid for by the practice)
- Contribute to advertising and networking/marketing efforts



Qualifications

- Master's or Doctoral degree in Counseling, Clinical Psychology, Marriage and Family Therapy, Social Work, or a related mental health field.
- Active, unrestricted license to practice in Michigan.
- Any fully licensed clinician may be considered. Only Limited Licensed MSW candidates will be considered due to supervisory limitations at this time.
- Demonstrated experience and competency in providing therapy to specific niche and area of clinical focus.
 - Preference will be given to candidates who specialize in play therapy/ elementary age children, neurodivergence, men's issues, substance use and behavioral addictions, grief and loss, and any LPC willing to provide supervision for future LLPC who may join the practice. These preferences are due to the current gaps in services we are able to offer the community. If your areas of expertise are not listed above and you are still interested in joining our group we would still love to talk to you.
- Strong commitment to individual spiritual development including participation in staff prayer and worship time (one hour paid per week).
- Excellent interpersonal, communication, and documentation skills.
- Ability to work both independently and as part of a multidisciplinary team.
- Commitment to ongoing professional growth and development.
- Availability to maintain a clinical caseload that corresponds with full or part time status.. A full time employee is defined by the practice as 20-25 sessions per week and part time as 10-19 sessions per week. We intentionally set this threshold lower than what is standard in the field to protect our clinicians against burnout.
- Willing to submit to and able to pass a background check.

Benefits Available for Full and Part Time Positions

- Competitive W-2 compensation including commission split and paid administrative time for all meetings required outside of clinical sessions.
- Billing, credentialing, marketing and administrative support provided
- Paid Time Off
- Waitlist of referrals ready to fill your caseload quickly!



- The flexibility to set your own schedule within the constraints of office availability and work remotely for part of your scheduled hours if desired.
- Continued education stipend and professional development opportunities
- Supportive team environment and supervision towards licensure if needed
- On-site employee wellness opportunities & constant access to really good coffee.
(We value coffee right up there with humor.)

Benefits will continue to expand as we grow! We want our team of clinicians to be able to share with our leadership what benefits are of most value to them as we prioritize how our benefits program will grow in the future. Our heart is to be generous with our staff!

Schug Counseling Services is an equal opportunity employer.

Application Instructions:

Please submit your resume, cover letter, and any relevant certification or licensure information through our website at www.schugcounseling.com/joinourteam. In your cover letter, please highlight how your professional experience aligns with our mission and values. Also please include your favorite therapy meme, as mentioned previously; we highly value the power of humor here!

Please direct any questions to admin@schugcounseling.com