



Willow & Leaf

C O U N S E L I N G

Therapist | Independent Contractor

Willow & Leaf, PLLC is an Illinois-based mental health company offering therapy, supervision, and consulting services. Willow & Leaf draws on novel and evidence-based treatment modalities to create a path to recovery custom to each of our clients.

Therapist Job Summary

Willow & Leaf seeks an dedicated, creative, and compassionate therapist to join our team and support the physical, emotional, and mental well-being of our clients. In this role, you will work directly with clients and their support networks to actively listen to problems and concerns and suggest healthy and productive ways of addressing those issues. This role requires someone who enjoys working closely with people not just with clients, but also with other members of our team and occasionally outside agencies.

This position is for an 1099 independent contractor (FFS) with the option to move to a full-time W2 employee in the future, based on business needs and client availability. This role is currently for remote work only, however available office space for optional hybrid work is anticipated within the next several months.

Therapist Duties and Responsibilities

- Conduct regular appointments (a minimum of 4 per month) with clients who wish to converse with a mental health professional;
- Provide psychological assessment and diagnosis when relevant;
- Develop treatment plans appropriate for each client's goals, culture, age, and identities;
- Establish positive and trusting relationships with clients;
- Educate and involve family members or other loved ones and professionals in the treatment process when necessary and client consent is provided;

- Assess clients for risk of harm to self and others, and safety plan any acute concerns;
- When required, refer clients to outside sources or agencies that can better address their specific needs;
- Adhere to ethical and legal guidelines as established by the professional codes, the State of Illinois, the Federal Government, and insurance companies—e.g. HIPAA compliance, timely clinical documentation, confidentiality, NASW Code of Ethics;
- Maintain all required licenses and the appropriate malpractice insurance;
- Assist with occasional community events as needed.

Therapist Requirements and Qualifications

- Minimum of a Master's degree in psychology, counseling, social work, or a related field;
- Independently licensed to work in the state of Illinois as a LCSW, LCPC, LMFT or parallel profession;
- Excellent interpersonal communication skills;
- A positive and adaptive attitude;
- Ability to effectively manage time and prioritize needs;
- Comfortable with the use of telehealth technology including electronic documentation keeping, video conferencing, and email;
- Willingness to stay updated on new treatments, protocols, and licensure requirements within the field;
- Dedication to cultural competence and humility especially as it relates to multi-lingual, BIPOC, LGBTQ, disabled, and neurodivergent populations;
- Passion for advancing the therapy field and expanding access to marginalized populations;
- Ability to work independently or as part of a team.

Preferred Qualifications

- Familiarity with systems perspective;
- Harm Reduction experience;
- Competency in evidenced-based modalities like: EMDR, ACT, DBT, CBT, IFS, Somatic Experiencing, Play Therapy, etc.
- Competency in novel treatment approaches like: psychedelic-assisted psychotherapy, therapeutic game mastery, VR-assisted exposure therapy, etc.
- Multi-lingual, BIPOC, LGBTQ, disabled, and neurodivergent applicants are strongly encouraged to apply.

Compensation

- Fully licensed independent contractors will generally earn 60% of the billed fee for service; this will generally range from approximately \$54 to \$75 per session for

insurance-based clients; contractors will earn \$97 per hour for patients paying the full out-of-pocket rate; for sliding scale clients (up to one fourth of caseload), contractors will earn 75% of the billed fee for service, approximately \$30 to \$60 per session; for non-billable, community events, contractors will earn \$60 per hour;

- Willow & Leaf will provide a HIPAA-compliant email for each independent contractor as well as access to an approved electronic medical records system for sending forms to clients and keeping notes;
- Willow & Leaf will provide all necessary training on topics including the company's electronic medical records system, company policies, and so forth; independent contractors are expected to keep up with licensure requirements for continuing education including but not limited to sexual harassment, bias, and mandated reporting trainings; therapists will be invited to optional additional trainings as a further benefit of their contract;
- Contractors are required to maintain their own equipment including cell phone and laptop; options for equipment stipend available for full-time employees;
- Willow & Leaf will provide a bi-weekly case consultation;
- Willow & Leaf will assist in marketing and caseload building efforts;
- Willow & Leaf will manage insurance credentialing.