

Chadley Zobolas Therapy Group

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CZ Therapy Group is a small group private practice comprised of trauma and relationship therapists. We're a connection-centered group that values holistic and affirming client care through experiential, relational, and somatic approaches. We're intentional about creating an environment where our therapists feel valued, supported, and have expansive opportunities for growth and professional development. We recognize that high compensation, strong leadership, and group cohesion are at the core of this value and have built our practice to reflect this.

Our practice does not intend to provide and achieve excellence in broad, all-encompassing modalities of therapy. Instead, we focus on providing client care, supervision, and consultation through a shared lens, with a particular emphasis on Accelerated Experiential Dynamic Psychotherapy (AEDP), Eye Movement Desensitization and Reprocessing Therapy (EMDR), Emotion Focused Therapy (EFT), and other somatic, relational, and experiential therapies. A good fit for CZ Therapy Group aligns with these and similar models of therapy, has experience working with both individuals and relationships, and desires a very engaged and collaborative team atmosphere.

We are an anti-racist and LGBTQ+ affirming practice. We believe that therapy is inherently systemic and political and that therapists have an obligation to practice in ways that are actively anti-oppressive and social justice oriented. All new members of our team must also align with these values.

About the position:

We are looking to add another trauma and relationship therapist to our team! This is a W2 position that will grow to a full-time caseload (20-25 client hours) over time, plus the additional time dedicated to notes, case planning, group and individual consultation, supervision, regular staff meetings, and professional development. The work schedule will be determined collaboratively by you and the practice owner and will include a mixture of days and early evenings. Therapists will be required to see clients both virtually and in person at our newly renovated office in Observatory Park.

The interview process for this position is lengthy and thorough because we value finding the right fit for our niche, tight-knit community of therapists. **This position has an expected onboarding timeline of Winter 2024.** The interview process consists of three to four interviews with various members of our team, including a trial supervision/consultation portion where candidates are asked to bring a video recording of their clinical work to utilize in a trial supervision/consultation with the owner.

Pay is dependent on experience and qualifications, ranging from **\$70-\$90** per session. This rate is negotiable as you continue working at our practice and gaining more experience. We also offer a competitive bonus structure based on performance. We want you to be able to grow here!

Let's connect if you are someone who:

- is passionate about trauma and relationship therapy and practices from a relational, experiential, and somatic approach (vs a cognitive, behavioral, or solution-focused approach)
- values cultural responsiveness as a therapist and continually engages in anti-oppressive work personally and professionally
- finds value in engaging in constant learning, growth, and personal/professional development as a therapist
- is skilled in schedule and time management, possesses effective written communication skills, and adapts well to change and growth
- values collaboration with other therapists on a consistent basis
- is comfortable and excited about engaging in video-based supervision/consultation of their clinical work as is consistent with experiential models such as AEDP, EFT and EMDR
- enjoys and is skilled at working independently but is open to high amounts of support and collaboration

Professional Requirements:

- Master's Degree in Clinical Social Work, Professional Counseling, Marriage and Family Therapy or related mental health field from an accredited university
- Colorado Licensure (LCSW, LMFT, LPC *strongly preferred*). **Candidates with pre-licensure status (LSW or LPCC) will only be considered if they have passed their clinical exam.** Pre-licensed MFTs will not be considered due to supervision constraints
- minimum of 2 years of experience as a mental health therapist
- **prior experience working with both individuals and couples** is required
- desire to work with both individuals and relationships utilizing relational, experiential, and somatic approaches
- completion of (*strongly preferred*), enrollment in, or an agreement to enroll in one or more of the following advanced trainings within the first three months of employment: AEDP, EMDR, EFT, and/or other somatic therapies (SE, SP)

The ideal candidate:

- is seeking a long term position with the possibility of promotion to a leadership role as the practice expands (we are actively seeking candidates who would like to grow with the practice and are interested in taking on additional roles outside of therapy in the future)
- has 4+ years of experience working with individuals (adults and/or adolescents) *and* couples through experiential, relational, and somatic approaches
- has received advanced training in EFT, EMDR, and/or AEDP therapy, and/or other somatic, experiential and relational modalities
- is experienced in working with clients from an attachment, somatic, and trauma focused perspective
- is passionate about therapists' use of self and the connection between the client and therapist as a vessel for healing

- is looking for a collaborative, challenging, and supportive environment to learn and grow as a therapist
- practices as an anti-racist, systemically rooted therapist and is aware of issues of systemic oppression and their impact on mental health and our work with clients
- is **not interested in their own private practice**. This position is best suited for therapists who would like to be part of a group practice community rather than working on their own
- has flexibility to build a full-time caseload **over time**, as is typical in a private practice setting

What we offer our therapists:

- An intentional, collaborative, and challenging group environment to support you in your growth as a clinician
- A community that upholds the wellbeing and work-life balance of their therapists through mindful scheduling, moderate caseloads of good-fit clients, and highly competitive pay
- A competitive bonus structure based on performance
- Opportunities for financial support with professional development opportunities/advanced trainings after a specified time working within the practice
- Flexible scheduling, including three weeks of unpaid time off (not including holidays) and work days that last a maximum of 5-6 hours per day
- A Roth IRA to support employees' retirement
- Free clinical supervision/consultation for pre-licensed and fully licensed therapists, consisting of weekly individual supervision and bi-weekly group supervision
- Monthly staff meetings for non-clinical support and connection
- Fun and unique team events on a regular basis, at least quarterly
- Leadership opportunities within the practice based on your unique skills and interests
- A newly renovated office space in the Observatory Park neighborhood of Denver

Schedule:

- This position will build gradually to a **full-time** position (approximately 30-32 hours/week), with 20-25 hours of client contact/week as well as the time necessary to engage in consultation/supervision, staff meetings, and complete administrative tasks
- The specific work schedule will be collaboratively determined by you and the practice owner and is flexible based on your needs, including **some early evenings** (no later than 7:30pm twice a week), and **no weekends**
- You will meet with clients both virtually and in-person

How to Apply:

Please read the job description in full to make sure our practice aligns with you before applying. **If you'd like to apply, please submit an Employment Application and Resume via the following avenues:**

- visit our website for direct links to submit your employment application and resume – www.chadleyzobolastherapy.com/employment OR submit your employment application through our Google form: <https://forms.gle/hnYnnwUpzhvv1Vv27>

Applications submitted without an employment application and resume will not be considered.