



Anchoring safety. Inspiring change. Empowering families.

Therapist (Licensed - Supervisor)

Inciting Holism

Position Title	Therapist (Licensed - Supervisor)	Employment Status	Full-Time, Non-Exempt
Reports To	Clinical Director	Location	2270 La Montana Way, Colorado Springs, CO
Compensation	\$50-\$55/hour, Depending on experience	Schedule	M - F 9AM/10 AM - 5PM/6PM Other hours: One weekend day per week at a higher rate (+\$2/hour)

Position Summary

Inciting Holism is seeking a Licensed Therapist with Supervisory Designation to provide high-quality clinical services while leading and supporting a team of providers.

This role is hourly to start, with eligibility for rate increase following a 90-day review.

This position balances direct clinical work and leadership responsibilities, ensuring both client outcomes and documentation standards are met across the team.

Expected direct service hours are a minimum of 25 hours per week.

Ideal candidates:

- + Willing to engage in supervised visitation work
- + Availability for one weekend day per week

Values Alignment

At Inciting Holism, we operate from the belief that Whole People build Whole Communities.



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Successful Team Members:

- Take ownership of their role and follow through with consistency
- Operate with integrity, especially when no one is watching
- Communicate clearly and proactively
- Align their work with the mission and impact of the organization

Qualifications

- Active Colorado licensure (LPC, LCSW, LMFT, or equivalent)
- Approved to supervise pre-licensed clinicians
- Minimum 5 years of clinical experience preferred
- Strong background in documentation compliance and quality assurance
- Experience working with youth and families

Primary Roles and Responsibilities	
Clinical Service Delivery	<ul style="list-style-type: none">• Provide individual therapy to youth and families• Facilitate therapeutic groups• Support complex clinical cases and provide advanced interventions• Maintain a caseload while balancing supervisory responsibilities
Supervision & Leadership	<ul style="list-style-type: none">• Supervise a team of providers working toward licensure• Review and sign clinical documentation• Provide 1:1 and group guidance on documentation standards• Support clinical skill development across the team• Ensure alignment with agency expectations and clinical quality standards



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<p>Documentation & Compliance</p>	<ul style="list-style-type: none"> • Ensure all assigned Team Members maintain audit-ready documentation • Monitor compliance with Medicaid and payer requirements • Uphold all ethical, legal, and agency standards
<p>Crisis Response</p>	<ul style="list-style-type: none"> • Participate in on-call rotation (minimum expectations for full-time Team Members) • Provide crisis stabilization in community, home, or school settings as needed
<p>Collaboration & Systems Work</p>	<ul style="list-style-type: none"> • Collaborate closely with the Clinical Director • Participate in leadership discussions regarding program quality and clinical direction • Communicate with external systems (DHS, probation, schools, etc.) as needed
<p>Work Environment & Expectations</p>	<ul style="list-style-type: none"> • We are a family that supports families, and we treat each other as such. • No two days will look exactly the same; flexibility and adaptability are essential. • This role requires consistent collaboration across all teams within the agency. • Inciting Holism is a parent- and family-supportive workplace, with flexibility in scheduling when needed and aligned with operational demands.
<p>Performance Expectations</p>	<ul style="list-style-type: none"> • Demonstrates reliability, flexibility, and strong follow-through on operational tasks. • Communicates clearly and respectfully with staff, families, vendors, and partners. • Upholds Inciting Holism’s mission, values, and



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	trauma-informed approach in all interactions and responsibilities.
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