



MENTAL HEALTH THERAPIST/QMHP

Full-Time | Onsite | 4-Day Workweek (32 Hours)

Licensed (LPC, LCSW): \$80,000 - \$92,000 annually

QMHP or Associate-Level Clinician: \$68,000 - \$78,200 annually



Work that restores hope - on a schedule that respects your life.

At Addictions Recovery Center (ARC), we believe healing happens best when people feel supported, respected, and valued - clients and staff alike. Our behavioral health teams provide trauma-informed, culturally responsive care to individuals navigating mental health and substance use challenges at pivotal moments in their lives.

As an ARC Mental Health Therapist, you will support people working toward recovery, emotional wellness, stability, and reconnection - while offering a professional environment where collaboration, balance, growth, and meaningful impact are genuinely prioritized.

Why You'll Love Working at ARC

- A real four-day, 32-hour workweek
- Collaborative, multidisciplinary clinical teams
- Clear communication and accessible leadership
- Values-driven workplace rooted in respect, equity, and transparency
- Opportunities for professional growth and clinical development
- Work that feels meaningful - your clinical care directly supports recovery, resilience, and long-term stability across our community



MENTAL HEALTH THERAPIST/QMHP

What You'll Do

Your work will focus on providing evidence-based, trauma-informed mental health services within a collaborative recovery-oriented treatment environment.

On a typical week, you will:

- Conduct comprehensive mental health assessments and treatment planning
- Provide individual, group, and family therapy services
- Support individuals experiencing mental health and/or substance use disorders
- Deliver crisis intervention and emotional stabilization support
- Help clients build coping skills, emotional regulation, insight, and long-term recovery strategies
- Collaborate with medical, residential, recovery, and behavioral health teams to support continuity of care
- Maintain documentation that reflects meaningful clinical progress and ethical standards
- Participate in multidisciplinary case consultation and clinical supervision
- Support an environment of dignity, accountability, safety, and compassionate care

In this role, your steadiness, compassion, and clinical skill help people find meaningful forward movement during some of the most challenging moments of their lives.



This is work where your clinical care can help people reconnect with safety, stability, and hope during pivotal moments in their recovery journey.

Read on to see how this role could be the right fit for you.

MENTAL HEALTH THERAPIST/QMHP

What We're Looking For

We're seeking clinicians who bring both strong clinical skill and grounded human presence - professionals who understand that healing happens through relationship, trust, accountability, and consistency.

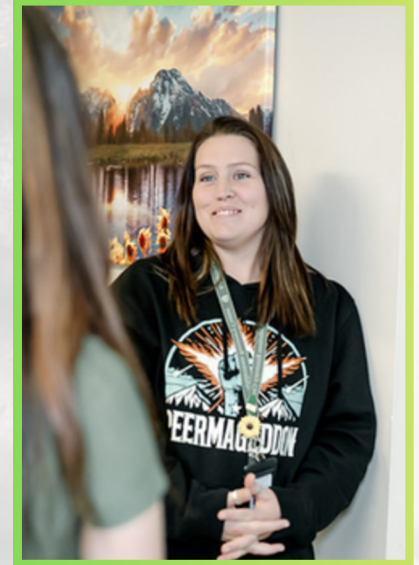
Required Qualifications

QMHP Candidates

- Master's degree in behavioral sciences or related field
- Oregon MHACBO-registered QMHP
- Working toward LPC, LMFT, or LCSW licensure

Licensed Therapist Candidates

- Current Oregon LPC, LCSW, or LMFT licensure
- CADC certification strongly preferred
- All Candidates
- Experience providing mental health services
- Strong assessment, communication, and crisis intervention skills
- Knowledge of trauma-informed and culturally responsive care
- Ability to work collaboratively within multidisciplinary teams
- Knowledge of HIPAA and CFR 42 Part II standards



Preferred Qualifications

- Experience within behavioral health, addiction treatment, or co-occurring disorder settings
- Experience facilitating groups and family sessions
- Bilingual (Spanish/English)
- CADC I, II, or III certification

The Personal Qualities That Help You Thrive Here

- **Reliable** - you understand how much consistency matters in behavioral health work
- **Grounded** - calm, thoughtful, and steady in emotionally intense situations
- **Collaborative** - you communicate clearly and work well across teams
- **Respectful and compassionate** - you treat clients and co-workers with dignity and unconditional positive regard
- **Resilient** - able to navigate complex systems and challenging moments with professionalism
- **Mission-aligned** - you believe in ARC's commitment to equity, transparency, and reducing stigma

Experience in healthcare, residential, or treatment settings is a plus, but not required.

COMPENSATION & BENEFITS

At ARC, we believe caring for others starts with caring for our team. We offer a comprehensive, people-first benefits package designed to support your health, financial wellbeing, and work-life balance.

Compensation

- Licensed (LPC, LCSW): \$80,000 – \$92,000 annually
- QMHP or LPC-Associate: \$68,000 – \$78,200 annually
- Pay is based on credentials, experience, and demonstrated skills

Work-Life Balance

- Four-day workweek (32 hours) for all ARC staff
- 10 paid holidays each year (many convert to floating holidays if worked or if they fall on your regular day off)
- Vacation and sick time begin accruing immediately, with up to three weeks of vacation and two weeks of sick time earned during your first year

Health Coverage (ICHRA Model)

- As a full-time employee, you will be eligible for benefits on the first day of the month following your first 30 days of employment.
- ARC provides health coverage through an Individual Coverage Health Reimbursement Arrangement (ICHRA), which allows you to choose the individual health insurance plan that best fits your needs. For most employees, the majority of available plans are fully covered by ARC.

Employer-Paid Benefits

- Dental and vision coverage at no cost to you
- Family dental and vision included at no additional cost
- Long-term disability insurance
- Oregon Paid Leave coverage
- Basic life insurance equal to 1x your annual salary (no cost to you)
- Employee Assistance Program
- On-site employee support groups

Optional Voluntary Benefits

- Flexible Spending Accounts (FSA)
- Supplemental life insurance
- Critical illness and accident coverage
- Mercy flights ambulance household memberships
- Pet insurance discounts

Retirement & Financial Wellness

- 401(k) retirement plan with immediate vesting and employer match
- ARC qualifies as a Public Service employer for student loan forgiveness programs

