



YOUTH MENTAL HEALTH THERAPIST

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

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

QMHP or LPC-Associate: \$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 work within the juvenile justice system reflects that belief by providing trauma-informed, culturally responsive care to adolescents at pivotal moments in their lives, helping create stability and opportunity for change, while fostering a professional environment where clinicians feel supported, balanced, and connected to meaningful work.

Why You'll Love Working at ARC

- A real four-day, 32-hour workweek
- Collaborative, supportive clinical team
- Clear communication and accessible leadership
- Values-driven workplace rooted in respect and equity
- Work that feels meaningful – your clinical care directly supports resilience and recovery during pivotal stages of development.



YOUTH MENTAL HEALTH THERAPIST

What You'll Do

Your day-to-day work focuses on providing trauma-informed mental health care within a structured juvenile detention setting, while collaborating with partner agencies to support continuity of care and re-entry planning.

On a typical week, you will:

- Lead comprehensive mental health assessments that uncover strengths, needs, and opportunities for growth
- Design and adapt individualized treatment plans that reflect each adolescent's goals, culture, and lived experience
- Provide engaging individual, group, and family therapy that builds insight, accountability, and coping skills
- Facilitate skill-building groups that strengthen emotional regulation, healthy relationships, and resilience
- Step confidently into crisis situations, offering steady de-escalation, safety planning, and clinical guidance
- Monitor progress, refine treatment strategies, and maintain documentation that accurately captures clinical insight and meaningful forward movement
- Contribute your clinical voice in multidisciplinary case reviews and care team discussions



This role operates in a secure, structured setting where consistency and professionalism matter.

If you value meaningful clinical work with adolescents navigating complex systems, your skills will make a lasting impact.

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

YOUTH MENTAL HEALTH THERAPIST

Bullet

What We're Looking For

We're seeking a clinician who brings both strong clinical judgment and grounded presence — someone who understands that relationship-building, cultural humility, and accountability are essential when working with adolescents in structured settings.

Required Qualifications

- Master's degree in behavioral sciences or a related field
- MHACBO-registered QMHP (required)
- Experience working with adolescents
- Demonstrated skill in clinical assessment and crisis response
- Knowledge of trauma-informed and culturally responsive care models

Preferred

- Licensed in Oregon as LPC or LCSW
- LPC-Associate candidates encouraged to apply
- CADC I, II, or III
- Experience working with adolescents navigating complex systems
- Bilingual (Spanish/English)



The Personal Qualities That Help You Thrive Here

- **Reliable** - you understand how much structure and predictability matter
- **Grounded** - steady and regulated in emotionally intense situations
- **Collaborative** - you communicate clearly and work well across departments
- **Respectful and compassionate** - you treat clients and coworkers with dignity and positive regard
- **Resilient** — able to navigate challenging environments with steadiness and 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

