



Pre-Licensed or Licensed BIPOC Program Therapist

We exist to [advance equity](#) in mental health care. We do this by providing affordable and free mental health therapy to the underinsured. We support therapists and clients through our [Pro Bono Programs](#), [Corporate Programs](#), and [Affordable Cash-Pay Program](#).

We believe everyone deserves access to quality mental health therapy that they can afford, and provide virtual and in-person therapy services through [site partnerships](#) in [many states](#).

We invite [therapists](#) and [apprentices](#) to thrive. The majority of our [network of therapists](#) identify as underrepresented therapists — queer, non-binary, transgender, Black, Indigenous, People of Color, and possess a variety of specialties and areas of personal and professional expertise.

With the help of our [Board](#) and [Admin](#), Khesed is committed to creating an environment in which all individuals are treated with respect and dignity so that they may be encouraged toward [authentic thriving](#).

We celebrate all identities and bodies, in all of their intersectional beauty. Khesed welcomes individuals of every race, color, religion (creed) or spirituality, gender identity or expression, age, national or ethnic origin (ancestry), disability, marital or relationship status, sex (including pregnancy), sexual or romantic orientation, or military status, in all of its activities and operations.

Khesed's Values

Our values are our how that drives us toward our collective goals.

1. Reciprocity
2. Abundance
3. Invitation
4. Anti-Oppression

Purpose of Role

Every person in a role at Khesed is valuable and essential because each person has unique lenses to stretch the ethic of Khesed within our communities. We expect all people in roles at Khesed to align with and abide by our [ethic, mission, vision, and values](#).

At Khesed, we center clients and therapists that are along the margins, and we have created positions to ensure that those who we serve remain at the center.

Khesed provides outpatient mental health therapy for the underinsured, and we prioritize equity in the way we grow. We create an environment where therapists and clients are invited to thrive through our program and therapist support services.

Khesed centers equity. This program was created to specifically support Black, Indigenous, and People of Color therapists by acknowledging the unique and systemic dynamics faced by BIPOC communities within the western mental health industry. This program supports BIPOC therapists by providing [free supervision](#) or consultation as they begin to gain professional hours towards licensure(s) or continued growth post licensure . Khesed creates an invitation for all therapists to not only sustain clinical work but thrive, in turn providing top quality care for our clients.

Communication Structure

As a network of people, communication is essential to make sure that the system of Khesed remains connected and healthy.

BIPOC Program Therapist will collaborate with Clinical Supervisor and BIPOC Lead. Additionally, therapists roles will consistently communicate with administrative roles. On a regular basis, this role also has the opportunity to interact with multilevel licensed therapists including apprentices and pre/licensed therapists on their network, other networks, and all of Khesed.

Statement of Work

- Maintain a clinical caseload of 10 session hours per week

- Meet with an assigned licensed supervisor for monthly individual supervision, and attend monthly group consultation and training
- Additional support from the BIPOC lead for monthly individual supervision/consultation
- Additional monthly group consultation with other BIPOC therapists within the program
- Offer evidence based therapy in compliance with the ethical standards of the mental health profession
- Collaborate with the operations network to navigate all telehealth technology and electronic case management systems
- Collaborate with the operations network to determine a schedule that allows you to feel like a human being while still meeting your minimum hours
- Maintains clean space during and after therapy sessions when at community sites

Requirements

- Possess a valid, active license/pre-license issued by the state of Colorado (LPCC, LPC, LCSW, LMFT)
- Possess technology needed to conduct therapeutic and administrative services
- Possess professional liability insurance
- Access to confidential space for virtual / in-person client sessions
- Follow ethical and legal licensure and clinical guidelines

Payment, Time, & Location

Payment at Khesed is based on an ecosystem model according to position. We center equity. We understand that what impacts one person impacts the whole. Historically, workers with marginal identities have been financially harmed by systems of pay inequity. Because of this, equity at Khesed looks like everyone on the same pay structure receiving the same, hourly rate. Raises are given out equitably when there is budget surplus.

Pre Licensed/Post Masters Level

Amount of Contracted Time per Week: 10 clinical hours

If all contracted hours are used, this equates to:

- \$27,040 per Year
- \$2,253.33 per Month
- \$1,126.67 per Paycheck*
- \$52 per Hour

Licensed Level

Amount of Time per Week: 10 hours

If all hours are used, this equates to:

- \$36,400 per Year
- \$3,033.33 per Month
- \$1,516.67 per Paycheck*
- \$70 per Hour

Additionally Administrative Rate

Khesed would like to offer the following pay for all therapists in this program. This pay will compensate for those that take part in the program's monthly supervision/consultation and group consultations. We value the unique growth and development that will take place in these shared spaces.

Amount of Time per month: 2 (one group and one individual consultation)

- \$634.56 per year
- \$52.88 per month
- \$26.44 per hour

*Khesed pays on semi-monthly payment terms which pays on the 15th and last day of each month. The pay periods end on the 5th and 20th of each month.

Work Location: Remote and/or Hybrid

Next Steps

To apply, follow the prompts on [this page](#) of our website.