
We're a private therapy practice helping queer creatives bring themselves more fully into the world.

We're looking to build our team with full-time & part-time therapists.

Read through the description & apply at realtherapy.co/apply

Grace Olivia Dickman, LCSW PLLC

**We're
looking
for you.**

Job Description

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The basics

Title: Staff Therapist (LCSW)

Type: Full-time, W-2, minimum 18 clients per week

Salary: This is a fee-for-service position that gives the therapist an opportunity to determine their earning potential.

- **Clinical work:**

- **First 6 months:** 40% of session (\$90 per full 45-min session fee)
- **After 6 months:** 60% of session (\$135 per full 45-min session fee)
- 10-20% of caseload reserved for sliding scale

- **Admin work:**

- Blog post: \$40 (max 3x month)
- Social media post: \$10 per post (max 10x per month)
- HARO article feature: \$70 (no maximum)
- Rates for any other non-clinical work will be negotiated individually.

Location: Remote, with opportunity for in-person sessions + events in NYC metropolitan area and upstate NY

Who we are

Grace Olivia Dickman, LCSW PLLC (formerly Real Therapy) provides therapy, consultation, education, and events that help queer creatives bring themselves more fully into the world. We curate affirming, generative spaces that inspire people to take risks and learn through direct experience. We believe art, music, writing, somatic experience, and community are essential components of mental health, and we consistently seek ways to integrate these elements into our approach.

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Where we're going

This is an exciting opportunity to work with a growing private practice currently serving clients in three states. After laying a solid foundation for the business for nearly four years, we're ready to build a team that expands our reach. In addition to providing exceptional clinical services, we have dreams of a permanent physical space in NYC, community events focused on the intersection of mental health + creative pursuits, and online courses and content.

Our values

Experiential: We approach our work with a sense of curiosity, wonder, and interest, always seeking to learn more about our clients' unique experiences and the multitude of possibilities available to them. We savor in the imaginative process before committing to action. We model a willingness to take risks, try new things, and develop insight along the way. We value the lessons that can only be learned through lived experience.

Considered: We're intentional about how we show up, curate spaces, and make decisions about the practice. We carefully select words, techniques, colors, and materials that cultivate an emotionally supportive, aesthetically pleasing, and affirming space where everyone feels safe enough to explore. To the question, "why this?", we'll always have an answer.

Trusting: We trust the process even when things are uncertain and difficult because we believe in our collective resilience. We accept bad things happen, so we prioritize creating meaningful lives over purely happy ones (because we don't think those exist). We trust our values to guide us through the present moment with the information we have. We trust all parts of ourselves and parts of others hold some adaptive function, even if we can't see it yet.

Warm: We believe therapy can be both effective and enjoyable. We strive to create an approachable atmosphere that allows clients to enjoy the process of self-discovery and growth. We believe fun, laughter, and ease can be powerful tools for healing, and we're okay with taking the heavy work in doses.

Creative: We embrace creativity as a vital tool for self-exploration and personal growth. We integrate art, music, writing, and somatic practices into our therapeutic approach to encourage clients to find new ways of approaching challenges and building connections.

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Benefits

- Medical, dental, and vision insurance
- Freedom to design your own schedule and work remotely
- Ability to refine your clinical practice without the administrative tasks associated with owning a business
- Weekly individual supervision and monthly group case consultations
- Paid professional development opportunities plus an annual discretionary professional development budget per clinician
- Numerous exciting career opportunities based on your strengths and interests, such as program development, community partnerships, online courses, workshops, etc.
- Opportunities for leadership positions within the practice
- Numerous avenues for growing name recognition, such as being featured in published articles, newsletters, social media, blog posts, and community forums
- Creative opportunities to expansive your practice beyond the therapy room via events and community gatherings

Responsibilities

- Conduct therapy sessions (individuals, partners, and groups) with clients to assess and address their mental health needs
- Collaborate with clients to develop treatment plans that are tailored to their unique experiences and goals
- Maintain accurate and up-to-date clinical records of client sessions and complete all progress notes within 24 hours of service
- Immediately report any indication of client safety concerns to the practice owner and follow mandated reporting duties as required
- Follow legal and ethical guidelines of the profession and maintain an active license in good standing
- Attend mandatory 45-minute weekly supervision sessions and 60-minute monthly consultation groups
- Correspond via email and phone with clients, family members, and other providers to support client's treatment
- Incorporate art, music, writing, somatic experience, and community into therapy sessions
- Stay up-to-date with the latest research, techniques, and interventions in the field of mental health to provide the highest quality care to clients
- Provide education and consultation services to clients, staff members, and community organizations as needed

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Who you are

- You're a creative person in any sense of the word
- You celebrate queer, trans, BIPOC, ENM/poly, and neurodivergent communities
- You believe clients are the experts in their own lives and are willing to confront privilege, power, and the impact of social identities with clients and colleagues
- You're a lifelong learner who's pumped about incorporating new theoretical frameworks, approaches, techniques, and offers
- You're competent in the DSM diagnostic criteria, can engage in dual diagnosis within the client's specific cultural context, and can educate clients on diagnoses
- You're comfortable participating in 360 degree feedback, being held accountable and holding others accountable to implementing feedback
- You have a clear sense of your boundaries and feel confident enforcing these with clients, supervisors, and colleagues (or can ask for support with this)
- You proactively ask questions, provide updates, and seek help
- You take client safety risks extremely seriously and communicate the earliest signs of risk to your supervisor and/or other relevant parties
- You're fired up by the idea of expanding a budding mental health practice that reaches beyond individual therapy and can turn big dreams into actionable projects
- You believe flexibility and adaptability are requirements for growth and aren't phased by change

Experience requirements

- Masters degree in social work, psychology, or a related field
- Current NY LCSW license in good standing
- At least 2 years delivering clinical services, at least one of which being direct clinical therapy (group or individual)
- Strong knowledge of evidence-based therapeutic interventions and approaches
- Demonstrated experience working with queer people and/or creatives
- Ability to work collaboratively with clients and staff members in a team-based environment
- Excellent communication and interpersonal skills
- Ability to maintain accurate clinical records and documentation
- Strong commitment to ongoing professional development and continuing education
- In-depth knowledge of and adherence to HIPAA policies and practices
- In-depth knowledge of and adherence to the legal and ethical guidelines of your license

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Equipment

- Personal computer (fully functional, password protected)
- Headphones or earphones
- Cell phone
- A private space with reliable wifi connectivity and sufficient lighting

Scheduling

- Must be able to attend weekly 45-minute individual supervision sessions and monthly 60-minute group consultation sessions
- Must be able to work at least 2 evenings per week (5pm and later) and/or at least 1 evening and 1 weekend day (Saturday or Sunday) per week

How to apply

All candidates must complete the online application [linked here](#) or at www.realtherapy.co/apply

No phone calls or texts please.



We are deeply committed to fostering a diverse and inclusive workplace. We recognize that diversity enhances the practice's strength and our ability to deliver exceptional care to our clients. We actively seek individuals from diverse backgrounds and lived experiences, understanding that this diversity promotes a comprehensive understanding of the unique needs and identities of those we serve.

We encourage queer, trans, and BIPOC candidates to apply.