



NOW HIRING

Associate Clinician

LPC • MFTC • LPC • LPCC (Full)

Parker, Colorado • In-Person • 1099 Independent Contractor

Start Date	Caseload Target	Structure
June 2026	15-18 sessions/week	1099 Independent Contractor

WHO WE ARE

Mountain Pathways Counseling is a Christian private practice in Parker, Colorado. We specialize in couples, families, and men – and we work from a foundational conviction that people are relational in their structure. The problems that bring most clients to counseling aren't individual problems that happen to affect relationships. They are relational at their root. We work at that level.

We are a faith-integrated practice. That means our clinical work is grounded in a commitment to love God and love people – not as a slogan, but as the reason we pursue transformation rather than symptom relief. We serve all demographics. You don't need to share our faith to sit in one of our chairs. But the clinicians who work here do.

My faith shapes why I do this work. We won't ask you to choose between your faith and good therapy. You can have both.

We are a small practice by design. That means the clinician we hire will be known, developed, and invested in – not placed and left alone. If you are looking for a caseload and a contract, this isn't the right fit. If you are looking to be formed into an excellent relational clinician inside a clear clinical model, keep reading.

THIS IS NOT FOR EVERYONE

We are not a placement agency. We are a formation environment. That is intentional, and it will not be the right fit for every clinician – even excellent ones.

This role is probably not for you if:

- You want maximum autonomy with minimal oversight from day one
- You prefer a large group practice with many peers and a lighter clinical culture
- You are not open to working within a structured clinical framework
- Faith integration in clinical work is something you'd rather avoid
- You are looking for a position with employer-provided benefits

This role is probably exactly right for you if:

- You want to be genuinely developed, not just supervised for hours
- You believe clinical excellence and character formation belong together
- You do your own work – therapy, growth, the hard stuff – and you take that seriously
- You want to understand why you're doing what you're doing in the room, not just what
- You are energized by relational work and want a framework that matches that conviction
- Your faith matters to you and you want it to inform how you practice, not just who you are on Sunday

WHAT YOU'LL DO

You will carry a caseload of private pay clients – primarily couples, individuals, and men – working within MPC's relational development framework. You will not be billing insurance. You will not be managing your own referral pipeline from day one. You will be doing clinical work, with real oversight, inside a model that has a clear philosophy behind it.

Day to Day

- Carry a caseload of 15–18 sessions per week at full ramp
- Conduct initial consultations using MPC's structured consult flow
- Complete session documentation within 48 hours
- Participate in weekly clinical consultation with the founder (Phase 1)



- Apply the Mountain Pathways Relational Development Framework (MPRDF) across your caseload
- Develop AGI-based treatment goals – characterological, not merely behavioral

Over Time

- Move through a structured development arc from high direction to greater autonomy
- Develop clinical specialization in areas aligned with your strengths and the practice's vision
- Grow into a clinician who can hold truth and compassion simultaneously – without flinching from either

WHAT WE'RE LOOKING FOR

Credentials

- Active Colorado licensure or registration: LPCC, MFTC, LPC, or LPCC (full) in good standing
- Pre-licensed candidates must be actively accruing supervised hours toward full licensure
- Training or strong interest in relational modalities (Gottman, EFT, EMDR, or similar)

Character

Credentials tell us you can do the work. Character tells us whether you should do it here. We are looking for a clinician who:

- Does their own work. Not performatively – actually.
- Can hold a difficult clinical truth without softening it to the point of uselessness
- Is curious, not just competent
- Receives feedback without defensiveness and uses it without being destabilized by it
- Understands that presence in the room is not a soft skill – it is the skill
- Is grounded in their own faith and sees that as an asset to their clinical work, not a liability

COMPENSATION



This is a 1099 independent contractor position. Compensation is based on a percentage of session revenue. No employer-provided benefits are included. Applications are accepted on an ongoing basis.

Track	Annual Range	Basis
Pre-Licensed (LPCC/MFTC)	\$63,000-\$84,000	65% of session revenue • \$135-\$150/session • 15-18 sessions/week
Licensed (LPC/LPCC)	\$70,000-\$98,000	65% of session revenue • \$150-\$175/session • 15-18 sessions/week

Additional variable compensation available through a productivity bonus for clinicians averaging 20+ sessions per week over a 12-week period.

WHAT WE PROVIDE

- A consistent referral pipeline built for you – you focus on clinical work, not marketing yourself
- Structured clinical formation through the MPC Clinician Development Model – three phases, clear milestones
- Weekly clinical consultation with the founder (Phase 1), transitioning to bi-weekly and monthly as you develop
- Full orientation to the MPRDF and AGI frameworks – the clinical tools that organize everything we do here
- TherapyNotes EHR – documentation, scheduling, and client records in one platform
- A practice culture that takes the work seriously and expects the same from you
- The opportunity to accumulate supervised hours toward full licensure (pre-licensed candidates)

OUR VALUES IN THE ROOM

These are not aspirational statements. They are clinical commitments – what practicing here actually looks like.



Truth with Compassion

We say what needs to be said. Not to confront — because we care what happens to the person in front of us. Collusion is a form of clinical failure. We don't do it.

Active Responsibility

We don't rescue clients from their choices. We invite them into ownership. Agency is sacred.

Excellence in Craft

We are learners. We practice our frameworks, pursue training, and approach this work with rigor.

Presence over Performance

We inhabit sessions, not manage them. Transformation can't be rushed. We host it.

We Walk the Mountain First

We don't guide clients into places we haven't gone ourselves. This is non-negotiable.

HOW TO APPLY

If this sounds like the right fit, we want to hear from you. Send the following to kris@mountainpathwaysco.com:

- Your resume or CV
- A brief introduction — not a cover letter, a real one. Tell us who you are, why you do this work, and what draws you to MPC specifically.
- Your response to this question: “Describe a time when being honest with a client was harder than being kind. What did you do?”

That last question is not optional. It tells us more about clinical fit than anything else on your resume. If you skip it, we will notice.

Applications are accepted on an ongoing basis. We will respond to every application personally — not with an automated message.

mountainpathwaysco.com • kris@mountainpathwaysco.com • 720-772-8341

DELIVERABLE 2

LinkedIn Job Posting

Copy and paste directly into LinkedIn. ~600 words. All formatting is plain text.

Associate Clinician — Mountain Pathways Counseling

Parker, CO • In-Person • 1099 Independent Contractor • LPCC / MFTC / LPC / LPCC

Mountain Pathways Counseling is a Christian private practice in Parker, Colorado specializing in couples, families, and men. We are hiring our first associate clinician — and we are being deliberate about who that is.

We are a faith-integrated practice. We serve all demographics, but the clinicians here share our foundation: love God, love people. That's not a hiring filter for our clients. It is one for our clinical team.

We work from a proprietary relational development framework that moves clients through pattern awareness, emotional regulation, differentiation, relational accountability, and character formation. This is not a plug-and-play caseload. It is a formation environment — structured, clinical, and intentional.

This role is for you if:

- You want to be developed, not just supervised for hours
- You do your own work and take that seriously
- You believe character formation and clinical excellence belong together
- Your faith informs how you practice, not just who you are outside the office
- You can hold a hard clinical truth without softening it past usefulness

This role is not for you if:

- You want maximum autonomy from day one
- You prefer a large group practice with a lighter clinical culture
- You are looking for employer-provided benefits
- Faith integration in clinical work is something you'd rather keep separate

The Details:

- Start date: June 2026
- Caseload target: 15–18 sessions/week at full ramp



- Pre-licensed (LPCC/MFTC): \$63,000–\$84,000 annually – 65% of session revenue at \$135–\$150/session
- Licensed (LPC/LPCC): \$70,000–\$98,000 annually – 65% of session revenue at \$150–\$175/session
- Additional variable compensation available via productivity bonus
- No employer-provided benefits – 1099 structure
- Private pay clients only – no insurance billing
- Applications accepted on an ongoing basis

What We Provide:

- Consistent referral pipeline – you focus on clinical work, not marketing
- Structured clinical formation through a three-phase development model
- Weekly clinical consultation with the founder (Phase 1)
- Full training in the MPC relational framework and goal development model
- TherapyNotes EHR
- Supervised hours toward full licensure (pre-licensed candidates)

To Apply:

Send your resume and a brief introduction to kris@mountainpathwaysco.com. In your introduction, answer this question: “Describe a time when being honest with a client was harder than being kind. What did you do?”

That question is not optional. We respond to every application personally.

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