



NOW HIRING | Licensed Therapist

1099 Independent Contractor

Birmingham / Hoover, Alabama · Two Positions Open

Specialties: Trauma · ADHD · Mood Disorders · Addictions

Populations: LGBTQ+ Affirming · Veteran-Friendly · Inclusive Care · Older Teens & Adults

Why We Exist

We built this practice for the clients most practices overlook.

We specialize in the treatment of trauma and stress-related disorders, ADHD, mood disorders, and addictions. We serve adults and older teens of all backgrounds — with a particular commitment to the LGBTQ+ community, veterans, and other underserved populations who have too often been dismissed, misunderstood, or turned away.

If that's why you became a therapist, we'd love to talk.

Compensation Structure

Relevant Experience for Initial Placement *	Standard Split	Est. Annual Earnings @ 25 sessions/wk **
Therapist 1 — Early Career Fully Licensed (0–3 yrs)	55 / 45	~\$79,200
Therapist 2 — Mid-Level Fully Licensed (3–5 yrs)	60 / 40	~\$86,400
Therapist 3 — Senior Fully Licensed (5+ yrs)	65 / 35	~\$93,600

* After initial placement, advancement to the next therapist level is based on increments of 2 years of successful service with Gathering Truth Counseling.

** Estimated annual earnings based on 25 sessions/week × 48 weeks × \$120 avg reimbursement rate × clinician split. Actual earnings will vary based on payer mix and caseload.

End-of-Year Bonus Program

All fully licensed clinicians are eligible for our end-of-year bonus program after 6 months of continuous engagement with the practice. The bonus rate increases with two-year seniority with Gathering Truth.

Average Weekly Sessions (over 48-week work year)	Whole Numbers Above 20	End-of-Year Bonus (First 2 Years with GT)	End-of-Year Bonus (After 2 Years with GT)
20 sessions / week	0	Not eligible	Not eligible
21 sessions / week	1	\$500	\$1,000
22 sessions / week	2	\$1,000	\$2,000
23 sessions / week	3	\$1,500	\$3,000
24 sessions / week	4	\$2,000	\$4,000
25+ sessions / week	5+	\$2,500+	\$5,000+

💡 How it works: At year end, total sessions delivered are divided by 48 to calculate your weekly average. For every whole number above 20 in that average, you receive \$500 or \$1,000 depending on seniority. Example: a clinician with 2+ years at Gathering Truth averaging 23.7 sessions/week earns a \$3,000 bonus (whole numbers above 20 = 3).

Eligibility: Fully licensed clinicians only. Must have completed 6 months of engagement with the practice by December 31 of the bonus year. If less than a full year of employment, formula is prorated.

What We Provide

Professional Offices	Woodland park setting near I-65 and US-31 in Hoover, AL
Billing & Admin	Fully handled via TherapyNotes — minimal burden for therapists
Client Pipeline	Active marketing via national mental health marketing partner — you inherit a steady referral stream
Scheduling Autonomy	Set your own hours and caseload within agreed parameters
Telehealth Options	Available alongside in-person sessions
Insurance Accepted	Most major plans accepted — primarily insurance-based caseload
Split Advancement	Automatic tier advancement based on 2-year milestones of successful service

Who We're Looking For

Licensure Required	LPC, LCSW, or LMFT — fully licensed in Alabama
Clinical Focus	Experience or strong interest in trauma, ADHD, mood disorders, and/or addictions — evolving with new therapist's skills
Population Fit	Comfortable working with older teens through middle-aged adults on an insurance-based caseload
Values Alignment	Genuine commitment to affirming, inclusive care for LGBTQ+, veteran, and minority populations
Preferred (Not Required)	EMDR, CPT, DBT, or other trauma-focused certification; CADC or addictions training; veteran care experience

The Role

- Carry an individual therapy caseload within your agreed capacity
- Conduct intakes, maintain clinical documentation, and submit session notes in TherapyNotes
- Collaborate informally with practice ownership on case consultation as needed
- Maintain your licensure, malpractice insurance, and required continuing education
- Participate in regular team check-ins (schedule flexible)

Who Thrives Here

This role is a strong fit for clinicians who:

- Want to do meaningful work with clients who genuinely need them
- Value autonomy and prefer running their own caseload without micromanagement
- Are tired of hunting for referrals and want a practice that invests in marketing
- Care deeply about equity and inclusive care — not as a talking point, but as a practice
- Want to join a small, mission-driven team early and help shape its culture

About Gathering Truth Counseling

Gathering Truth Counseling is a small, growing counseling private practice based in the Birmingham/Hoover area. We currently have two clinicians on staff and are expanding to meet growing client demand. We see clients from older teens through middle-aged adults — with a current caseload that skews toward adults in their 30s–50s.

We accept most major insurance plans and also offer private pay options. We have made a deliberate investment in marketing support to ensure our clinicians have a steady referral pipeline rather than spending their time on business development.

Most importantly: we exist for the clients who have been told there isn't room for them elsewhere. If that resonates with you, you'll fit right in.

Ready to Join Us?

Send your resume and a brief note about who you love working with to:

adam@gatheringtruthcounseling.com

Questions before applying? We welcome those too. No commitment required to reach out.

We are an equal opportunity employer. We actively welcome applicants of all backgrounds, identities, and lived experiences.