



Emergency Responders Health Center - North Mental Health Therapist

EASTERN WASHINGTON (Spokane)

Mission-Focused Mental Health Therapist for First Responder Health Center:

Once-in-a-career opportunity to deliver trauma-informed mental health services on behalf of a population of dedicated firefighters, law enforcement officers, and paramedics.

ERHC delivers care for emergency responders, who experience heightened risks based on compounding stressors, extreme working conditions, and repeated exposure to traumatic or life-threatening events.

ERHC's mental health professionals are well-attuned to first responders' job conditions, personal sacrifices, and unique culture, and understand that emotional well-being is essential to their performance in the line of duty, job satisfaction, and overall quality of life.

We are currently accepting applications for a qualified candidate to provide occupationally relevant, trauma-informed therapy for clients at ERHC North in Spokane, WA.

About Us:

NORTHEASTERN WASHINGTON: erhcnorth.org

Since 2004, (ERHC) has served as a leader in first responder medicine, caring for those who safeguard our families and communities. ERHC is the provider of choice for emergency response agencies in southern Idaho and northeastern Washington, supporting nearly 40 fire, police, and EMS departments, and caring for a patient panel of 8,000 responders and their family members (newborn to age 65). ERHC's practice model spans "360 degrees of care" from preventative health and wellness, primary and urgent care, physical therapy and Workers' Compensation case management, to mental health services and workforce wellness consultation. In 2025, ERHC expanded our unique practice model through a second clinic in Spokane to serve Northeastern Washington and Northern Idaho communities, at the invitation of local emergency agencies.

Schedule:

- Full-Time, Weekdays (+/- 30 clients/week)

Work Location/Travel:

- Centrally located single practice location (in close proximity with ERHC North primary care clinic)
- Emphasis on in-person services; periodic telehealth visits offered when necessary
- Opportunity to participate in travel clinics to scenic Washington, Idaho, and/or Alaska locales

Eligibility Requirements:

- Eligible to work independently (without clinical supervision), including:
 - LICSW, LMHC, LMFT, PsyD licensure
 - Dual WA/ID licensure may be required post-hire
- Minimum 3 years' experience delivering therapy in an outpatient clinic setting
- Experience delivering trauma-informed care, including certification in preferred modalities (such as EMDR or ART)
- Proficiency in delivering Mental Health services via Telehealth applications preferred
- Eligibility to credential as a Workers' Compensation provider for PTSI/PTSD

Why Join Our Team:

Mental Health Care ... the way it was meant to be.

- Make a difference caring for first responders and their family members, focusing on well-being on- and off-duty
- Collaborate with top-caliber family medicine and allied health providers, with ready access to pharmacotherapy and wellness resources
- Practice in a small-clinic setting emphasizing meaningful patient-provider relationships
- Diversify your practice through mental health outreach, group facilitation, and innovative preventive workforce wellness services

What You'll Bring:

- Ability to provide occupationally-relevant care of concerns prevalent among first responders (anxiety, depression, PTSD, substance abuse, grief and loss, suicidality), in addition to co-occurring behavioral health conditions
- Desire to adopt ERHC's "depth-of-care" standards for highly responsive, patient-centered care
- Ability to master understanding of first responder professions, mental health risks, and culture
- Rigid adherence to privacy/confidentiality protections
- Ability to become proficient in clinic-based EMR applications, and to complete timely, efficient, and accurate charting

Essential Job Functions:

- Deliver evidence-based individual therapy; couple's therapy preferred but not required
- Collaborate with ERHC medical providers in client medication management and Workers' Compensation treatment for PTSD/PTSD
- Facilitate periodic support groups based on a variety of clinical themes/formats
- Deliver innovative mental health services, in collaboration with emergency agencies on behalf of their employees
- Deliver presentations emphasizing risk-awareness, self-care, and destigmatization (optional)
- Support the development of additional services as necessary to meet the needs of emergency response agencies and first responder clientele

Compensation/Benefits:

Competitive compensation; opportunity to earn generous bonus based on productivity and performance. Relocation stipend available for candidates residing outside of clinic region.

- Health, Dental & EAP Benefits
- Paid Time Off (PTO)
- Malpractice, General Liability, Cyber and Workers' Compensation Insurance
- Dragon Medical One License, Dictaphone & eClinicalWorks License
- 401K, 3% Match
- CME

To Apply: Visit <https://er-hc.org/careers>

Questions? Email: infonorth@er-hc.org



Customized. Comprehensive. Compassionate.

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