



Behavioral Health Clinician

Reports To: Directing Clinical Supervisor

FLSA Status: Exempt

Salary Range: \$84,000–\$104,000 annually (exempt)

Caring for the Few Who Care for the Many®

At **First Responder Trauma Counselors (FRTC)**, we believe those who dedicate their lives to protecting others deserve exceptional behavioral health care from clinicians who understand their profession, their culture, and their sacrifices.

Our clinicians don't simply provide counseling, they answer the call during life's most difficult moments. Whether responding to a critical incident, helping an officer after an officer-involved shooting, supporting a firefighter following a line-of-duty death, walking alongside a dispatcher struggling with cumulative trauma, or helping a family rebuild after a crisis, our team is there when it matters most.

If you are looking for a traditional outpatient counseling position, this is probably not the role for you.

If you are looking for meaningful work, an exceptional team, and the opportunity to make a lasting difference in the lives of those who protect our communities, we'd love to meet you.

Position Summary

The **Emergency Services Clinician** is a licensed behavioral health professional dedicated to serving first responders, emergency services personnel, and their families through evidence-based trauma treatment, crisis intervention, consultation, education, and wellness programming.

This position requires far more than excellent clinical skills. We are seeking someone who embraces our mission, thrives in dynamic environments, values teamwork, and understands that extraordinary events sometimes require extraordinary commitment.

Our clinicians provide office-based counseling, telehealth services, field-based crisis response, critical incident processing, agency consultation, wellness education, and clinical support to peer support teams. They build trusted relationships with agencies while maintaining the highest standards of professionalism, confidentiality, and compassionate care.

Because emergency services never operate on a traditional schedule, flexibility is essential. While this position participates in a shared rotating on-call schedule, clinicians are also expected to support one another during major critical incidents that require additional clinical resources.

Above all else, we are seeking someone who believes that serving those who serve others is more than a profession, it is a privilege.

What You'll Do

Clinical Care

- Provide individual, couples, and family counseling utilizing evidence-based trauma-informed practices.
- Conduct comprehensive behavioral health assessments.
- Develop individualized treatment plans and monitor client progress.
- Maintain accurate, timely, and professional documentation within FRTC's electronic health record.
- Deliver both in-person and telehealth counseling services.

Crisis Response

- Respond to first responder behavioral health crises in homes, hospitals, stations, agency locations, and other community settings.
- Participate in field deployments as part of the ARMOR® crisis response program.
- Conduct Acute Support and Prevention (ASAP) interventions.
- Facilitate Critical Incident Processings (CIP), Therapeutic Gatherings, and Return-to-Duty support when requested.
- Collaborate with emergency service leadership during critical incidents.

Education & Training

- Deliver engaging presentations and wellness education to emergency service agencies.
- Facilitate psychoeducational trainings focused on resilience, trauma, stress management, suicide prevention, and behavioral health.
- Assist with coordination and delivery of agency-specific educational programming.

Collaboration

- Work collaboratively with the Directing Clinical Supervisor and Clinical Team Lead.
- Provide consultation and support to agency Peer Support Teams.
- Mentor and assist with onboarding of new clinicians.
- Participate in interdisciplinary case consultation and treatment planning.

Ideal Candidate Profile

The successful candidate will:

- Be **mission-driven** and passionate about serving those who dedicate their lives to protecting our communities.

- Hold an active Colorado behavioral health license (LPC, LCSW, LMFT, Licensed Psychologist, or equivalent).
- Possess advanced training in, or demonstrate a commitment to becoming proficient in, trauma-focused therapies such as **EMDR, Brainspotting, or Accelerated Resolution Therapy (ART)**.
- Thrive in fast-paced, dynamic environments while maintaining exceptional clinical judgment and professionalism.
- Be comfortable providing both **daily in-person and telehealth counseling**.
- Demonstrate outstanding communication skills and feel confident presenting to groups ranging from small peer support teams to entire public safety agencies.
- Build authentic relationships with first responders, agency leadership, peer support teams, and community partners.
- Work independently while contributing positively to a highly collaborative clinical team.
- Demonstrate flexibility and adaptability as priorities and community needs evolve.
- Embody FRTC's values of **integrity, compassion, teamwork, excellence, innovation, confidentiality, and service**.

On-Call & Critical Incident Response

Our commitment to emergency services extends beyond traditional business hours.

- Participate in a **shared rotating on-call schedule** providing after-hours behavioral health support.
- Be willing to respond after hours when extraordinary events occur. Major officer-involved shootings, line-of-duty deaths, firefighter fatalities, multiple-casualty incidents, or other significant critical incidents may require additional clinical support beyond the scheduled on-call clinician. At FRTC, we recognize that emergency services never stop, and neither does our commitment to those we serve. Team members are expected to demonstrate flexibility, professionalism, and a willingness to support one another to ensure our agencies receive timely, compassionate care whenever it is needed.

Qualifications

Required

- Active Colorado behavioral health license (LPC, LCSW, LMFT, Licensed Psychologist, or equivalent).
- Master's or Doctoral degree in a behavioral health discipline.
- Minimum five years of behavioral health experience.
- Valid Colorado driver's license and reliable transportation.
- Ability to travel throughout Northern Colorado as needed.

Preferred

- Experience working with first responders, military, healthcare professionals, or emergency services personnel.
- Experience in crisis intervention and trauma treatment.
- Public speaking or teaching experience.
- Knowledge of peer support programs and public safety culture.

Why Join FRTC?

Joining FRTC means becoming part of one of Colorado's premier organizations dedicated exclusively to emergency services behavioral health.

You'll have the opportunity to:

- Work with an exceptional multidisciplinary clinical team.
- Specialize in trauma treatment for first responders and emergency services professionals.
- Participate in innovative crisis response programs.
- Build meaningful relationships with agencies across Colorado.
- Continue developing advanced clinical skills through specialized training and consultation.
- Make a measurable impact on the health and well-being of those who protect our communities every day.

This is more than a counseling position. It is an opportunity to build a career serving those who spend their lives serving others.