

Culture + Support

WHAT'S IT REALLY LIKE TO WORK HERE?



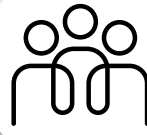
FLEXIBLE SCHEDULES

We understand that life shifts, and that we are able to be better humans both professionally and personally when we are able to lean into those shifts.



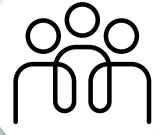
HYBRID OPTIONS

...Because sometimes simply being able to answer the door for your new couch delivery is a game changer.



OUR FAMILY CULTURE

We *actually* enjoy each other's company. Like, a lot. We get together bimonthly as a team, do happy hours, share some *good* memes, post photos of our fur kids...



WE DON'T DO SILOS

Everyone works collaboratively as a team around here. While we honor your independence, you'll never feel isolated.



PEOPLE & CULTURE TEAM

Our People & Culture Team is here to help with all things related to your career, professional and personal goals, pay, and benefits.



INTAKE TEAM

Our full-time Intake Team takes care of building your caseload with clients who are a *great* fit, and ensure that all paperwork and logistics are completed before your first session.



BILLING TEAM

Our full-time Billing Team takes care of every component of billing so you can just show up and do what you love to do--provide amazing care to your clients.



INSURANCE CREDENTIALING

We take care of the massive headache that is insurance credentialing from start to finish--including re-attestations and keeping directories updated.



GROUP SUPERVISION

Completely voluntary, but well-attended. Group Supervision is held weekly for case consultations or just to stay connected.



LET THOSE CREATIVE JUICES FLOW

We LOVE big ideas. If we can logistically make it happen and it supports our mission and values, we want to hear about it and we want to support you.



GROWTH OPPORTUNITIES

Nearly every employee in a Leadership or Manager role at Open Space CCW was promoted from within. We have many roles that allow for growth, as well as additional income streams.



MINIMAL MEETINGS

We meet bimonthly as a team to talk about exciting things happening, celebrate wins, share important updates, and learn from colleagues in our Lunch & Learn-style trainings.

Benefits



PAID TIME OFF (FULL-TIME + PART-TIME)

Your time off is important to you--and us.

We made PTO a priority when expanding our benefits to align with our practice values of true self-care and work/life balance.



QSEHRA HEALTH STIPEND (FULL-TIME)

We want you to choose what works best for you--not the other way around. This stipend can be used for your healthcare premium, copays, glasses... SO many things!



UNPAID TIME OFF (FULL-TIME + PART-TIME)

Protecting your benefits is important to you.

We have UTO that you can use to safeguard your full-time status and meet minimum part-time requirements.



PAID HOLIDAYS (FULL-TIME)

We provide a paid day off for *Thanksgiving*, as well as a *Floating Winter Holiday* that can be used anytime in December.



PAID PRIDE DAY (FULL-TIME)

Pride Month is basically the equivalent of Open Space's birthday.

We provide a paid day off that can be used *anytime in June* so that you can celebrate Pride in whatever way is meaningful for you.



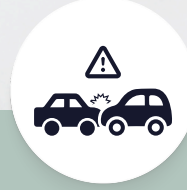
PAID JURY DUTY LEAVE (FULL-TIME)

We provide up to 3 paid days for Jury Duty leave, so that you can meet your civic duties without stressing about finances.



PAID BEREAVEMENT LEAVE (FULL-TIME + PART-TIME)

We offer up to 3 days of paid Bereavement Leave for recognized relatives, and 1 day of paid Bereavement Leave for the loss of a fur baby.



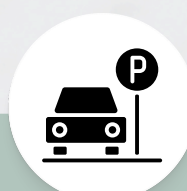
LIFE INSURANCE & DISABILITY INSURANCE (FULL-TIME)

We provide Life Insurance, Short-Term Disability, and Long-Term Disability for peace of mind when 'life' decides to show up.



CONTINUING EDUCATION REIMBURSEMENT (FULL-TIME + PART-TIME)

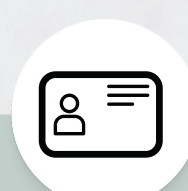
We provide a CE Reimbursement of \$500/year for full-time staff, and \$150/year for part-time staff. (Can also be used towards the cost of your licensure renewal!)



PARKING REIMBURSEMENT (FULL-TIME + PART-TIME)

For staff who work in our East End Office, we will reimburse you for parking fees up to \$100/mo.

#workinginthecity



PRE-LICENSURE SUPERVISION (FULL-TIME + PART-TIME)

We have *amazing* Licensure Supervisors who provide supervision for licensure--without owing time back or anything gross like that.



PAID PARENTAL LEAVE (FULL-TIME)

Private practice can be scary. Thinking about becoming a parent while working in private practice can be even scarier. We offer paid leave so that you can take the focused, intentional time you need with your family.