



COBYS
Family Services

444 Murry Hill Circle
Lancaster, PA 17601

Title: Out-Patient Therapist

Work Hours: Therapist to provide 20-22 billable hours per week

Reports To: Counseling Department Supervisor

Summary

Looking for the feel of a nonprofit private practice with the support and benefits of a larger organization? COBYS Family Services offers a welcoming counseling environment where therapists can do meaningful clinical work while maintaining healthy work-life balance. This part-time position provides 20–22 billable hours per week and includes generous benefits such as a 401(k), paid time off, holidays, and sick days.

[COBYS Counseling Center Video](#)

[COBYS Family Services Video](#)

About COBYS Family Services

At COBYS Family Services, we are committed to providing excellent, compassionate care to individuals and families in our community. Our counseling team is guided by the values of Life is Sacred, Integrity, Faith, Teamwork, and Servanthood, and we seek therapists who share those values and bring strong clinical skills, compassion, and professionalism to their work.

We are seeking a compassionate, licensed Mental Health Therapist to serve clients in Lancaster County and surrounding areas. This is a meaningful opportunity for a therapist who wants to make a positive difference, support clients through life's challenges, and be part of a mission-driven team.

This hybrid position requires at least two days and two evenings per week in our Lancaster office. You will help clients strengthen cognitive, emotional, and social skills, develop healthy coping strategies, and navigate mental health symptoms and life stressors with support and care.

As part of the COBYS team, you will collaborate with clients to create individualized treatment plans, monitor progress, document care, respond to urgent needs, and coordinate with treatment team members and community resources to support each client's well-being.

Phone: 717-656-6580

Fax: 717-656-3056

Website: www.cobys.org

Motivated by Christian faith, COBYS Family Services educates, supports and empowers children and adults to reach their full potential.

If you are looking for an encouraging, supportive, and purpose-driven environment to grow your “private practice” within a caring nonprofit team, we invite you to consider joining COBYS Family Services.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Support individuals, families, and groups through compassionate, evidence-based counseling tailored to each client’s needs and diagnosis.
2. Maintain a balanced hybrid schedule, including at least two days and two evenings per week in the Lancaster office, while completing 20–22 billable sessions weekly.
3. Stay connected to your caseload by reviewing clinical information at least twice weekly to keep records accurate, current, and complete.
4. Engage in regular supervision and support meetings designed to help you build your caseload, meet expectations, and continue growing as a clinician.
5. Assess client history, symptoms, strengths, needs, and preferences; diagnose using ICD codes and recommend appropriate care, goals, and services.
6. Partner with clients to develop, update, and monitor individualized treatment plans in accordance with Medicaid regulations.
7. Complete timely, accurate documentation, including assessments, treatment plans, progress notes, referrals, and discharge summaries.
8. Communicate consistently through the electronic health record system to support scheduling, documentation, and coordinated client care.
9. Respond with care and professionalism to mental health emergencies and promptly report potential critical incidents to the direct supervisor.
10. Represent COBYS with warmth and professionalism by upholding organizational standards and participating in assigned meetings, trainings, supervision, and appointments.

QUALIFICATIONS:

- Active Pennsylvania clinical license required; LPC or LCSW preferred.
- Minimum of two years of relevant clinical experience.
- Ability to provide quality care in compliance with local, state, and federal regulations.
- Commitment to confidentiality and compliance with HIPAA and 42 CFR Part 2 requirements.
- Strong clinical judgment and ability to use professionally accepted, evidence-based interventions.
- Excellent interpersonal and therapeutic skills, with the ability to build rapport and maintain engagement with clients.

- Respect for individual differences, cultural backgrounds, and diverse client experiences.
- Professional, reliable, ethical, and honest approach to work and client care.
- Strong written, verbal, organizational, and time-management skills.
- Comfort using computers and electronic systems for scheduling, communication, and clinical documentation.