

Frequently Asked Questions about Working as a Licensed Clinician at Portland DBT Institute (PDBTI)

Thank you for considering joining our PDBTI community. The purpose of this document is to answer frequently asked questions about working at PDBTI.

What constitutes full-time work at PDBTI?

We believe self-care and lifestyle balance are crucial for clinician wellbeing. That's why "full-time" is defined as 32 hours a week (four days), and productivity is set at an average of 20 billable clinical hours per week.

Is part-time work at PDBTI a possibility as a new employee?

For trained and experienced DBT clinicians, it is! Productivity is set at an average of 15 billable hours per week. Part-time employees are expected to attend the required meetings.

Can I be a 1099 contractor instead?

Contractor status is reserved for people who are already familiar with our systems and have been at PDBTI for several years.

Is there a startup stipend?

Yes! We offer a \$15K Start Up Stipend for full-time employees: \$5K in Month 1, \$4K in Month 2, \$3K in Month 3, \$2K in Month 4, and \$1K in Month 5. The Part-Time Start Up Stipend is half the full-time stipend.

What do most clinicians make at PDBTI?

It varies based on billed hours. In the second year, clinicians average \$115 (the range is \$105K to over \$130K). Senior clinicians with additional activities (e.g., trainers, supervisors, managers) and full caseloads are near or over \$175K.

What benefits does PDBTI offer?

PDBTI pays 100% of medical insurance through Regence Blue Cross Blue Shield for its full-time employees. We also pay 100% for dental insurance, vision, and life insurance for full-time employees. All employees can participate in our 401k plan, with PDBTI contributing \$.50 per dollar up to 3% of earnings. Individual therapists receive an annual \$500 professional training stipend and annual stipend for maintaining your license.

What is the fee for service split?

Clinicians earn a 50% split in their first year of employment, increasing to 52.5% in their second year, 55% in their third year, and 56% after 5 years of employment. Additionally, everyone is eligible to earn an additional 5% bonus each month by meeting productivity and documentation standards. Concretely, by achieving an average of 20 billable hours and

billing 90% of sessions within five days, you increase your split to 55% in the first year, capping out at 61% after 5 years of employment.

How much independence will I have over my caseload?

You'll have complete autonomy and full control over your schedule, the number of appointments you take, and your caseload. (Note: A caseload can include a combination of intakes, individual therapy, and skills training groups).

How much clinical support will I have?

So much! You will have the full support of your team lead, your team, and our clinic's DBT experts. Clinic directors are also available for clinical consultation.

How will you support my professional growth and development?

You have full access to hundreds of hours of expert training in DBT and other evidence-based interventions through our PDBTI training division for CEs, free webinars, clinical consultations, Lunch and Learns, Relias, DBT Audio Reviews, and DBT Clinicians Pods. We are expanding as an organization and promote from within.

How many billable hours do most clinicians do on an average week?

On average, about 22 hours.

Is PDBTI a virtual clinic?

Yes. We do offer a handful of in-office services in Portland and Medford, OR. We are committed to a virtual model to improve access to care and reduce health disparities.

What values define Portland DBT Institute?

We strive to improve the lives of people who are suffering from severe and complex behavioral health disorders by offering the best in evidence-based care. We are committed to full-fidelity DBT. We care about building and sustaining a community of providers and administrators that care deeply about one another, the work we do, and those we serve.

What's it like to work at PDBTI?

We are a strong community of clinicians, administrators, and billers. We like each other, hang out together, and most importantly, support one another in our respective work. We're driven by our values to improve the lives of people who suffer and to serve all people, regardless of means. (This is why we take insurance). Many of our clinicians have been at PDBTI for 10+ years; even more have been here for 5+ years. Hear what our clinicians have to say [here](#).