



LGBTQ+ Affirming Care Coordinator & Therapist

Mental Health Therapist

 Hybrid Position (In-Office + Telehealth)

Offices in Rockville, Frederick, Bel Air, Cockeysville, Timonium, Glen Burnie, Odenton, Annapolis

 Part-Time (18–23 clinical hours/week) or Full-Time (24+ clinical hours/week)

Orchard Mental Health Group is Maryland's premier outpatient mental health practice, providing compassionate, evidence-based care to children, adolescents, and adults across the lifespan.

Job Summary

Orchard Mental Health Group is seeking an experienced, LGBTQ+ affirming therapist to serve as our LGBTQ+ Affirming Care Coordinator. This role combines direct clinical care with program leadership, staff education, and community outreach to support and expand affirming services across our locations.

Key Responsibilities

- Maintain a clinical caseload of 18 or 24 clients weekly
- Develop and maintain relationships with LGBTQ+ affirming therapists, medical providers, surgeons, and community referral partners.
- Assist scheduling team with referral placement to match clients with appropriate affirming providers.
- Provide clinical consultation, facilitate LGBTQ+ case consultation groups, and support staff development.
- Train and support clinical and administrative staff in LGBTQ+ affirming practices.
- Assist with recruiting, onboarding, and orienting clinicians interested in serving LGBTQ+ clients.
- Support quality improvement in collaboration with leadership.
- Develop educational resources and communicate program updates to staff.
- Represent the organization at relevant community outreach events.



Qualifications

- Master's or doctoral degree in Psychology, Social Work, Counseling, or a related field.
- Active, independent clinical license in Maryland.
- At least five years of clinical experience.
- Demonstrated experience working with LGBTQ+ clients, including at least 10 hours of relevant continuing education and a commitment to ongoing training.
- Ability to conduct gender-affirming surgery assessments and write readiness letters.
- Strong communication, collaboration, organizational, and leadership skills.
- Experience providing clinical consultation or supervision preferred.
- Ability to work effectively with diverse clients, families, and interdisciplinary teams.

About the Role

This is an opportunity for a clinician passionate about LGBTQ+ affirming care to combine meaningful client work with program development, staff mentorship, and community engagement.

Flexible Compensation Models Benefits

- Fee for service model
- Bonus opportunities
- Comprehensive medical, dental and vision insurance
- Retirement savings plan with employer contribution
- Flexible Spending Account (FSA)
- Generous paid time off, including vacation, personal celebrations and mental health days