



Are You Our New LMT?

Thank you for your interest in our Part-Time position of LMT at Avalon Holistic Therapies. We are excited to add a talented, compassionate and personable member to our team. Please take some time to read this listing and see if this sounds like you. As a small business, team interaction and collaboration matter deeply. We are looking to invest in someone who will sink in and stay for a while, so making sure we are a match is vital. If it feels like the perfect place for you, please carefully follow the instructions listed below to apply. Once again, thank you for your interest in Avalon Holistic Therapies!

Job Description:

Our mission statement says,

“At Avalon Holistic Therapies we strive to be present and open to our client’s needs as they move through their unique path; tending the flames of personal development as they work on themselves through the medium of their physical body.

Our focus is in restoring the body to ideal function and pain-free movement. Blending sound anatomical and physiological principles, with the more subtle arts of intuition and energetic understanding. You’ll come to enjoy quality Bodywork and consistency of service with every visit.”

As our Mission states, we strive to help our clients on the physical level as well as the subtle. This subtle work is primarily done by our ability to be present and hold space for people as they process their own lives. Compassionate non-judgment and a solid sense of self is vital to being able to be present for our clients and avoid projection of our baggage onto others. At Avalon, this is your main role as a Bodyworker: Providing Quality Bodywork with Compassionate Care.

You:

You love people and being able to lend a helping hand when they are suffering. You are responsible and reliable, rarely needing to be told things more than once. You are confident in your abilities as a Massage Therapist while still having a sense of wonder and a desire to learn more. You ask your clients questions to clarify their symptoms and don’t assume conditions always present the same way; creating modifications to your plan based on what you find during the session.

You love technical work, especially Deep Tissue Massage and Therapeutic Bodywork (or have a burning desire to learn!) and helping your client achieve meaningful and long-lasting relief of pain and disfunction. You also realize the value of relaxing, safe touch as its own form of therapy.

You like doing more than just showing up for work to put in your hours. You desire to grow your own client base, allowing for return clients who help you develop relationships and referral networks. You like contributing to the team when additional things need to be accomplished and will often look for things you can do to help. Perhaps you have thought about having your own business, but have decided you prefer having someone else take on the liability, overhead and more “business” side of things; but are willing to help with small tasks to help move things forward for the good of the whole.

You take it as a matter of pride to be to work in a timely manner, allowing yourself space to prepare for your clients and get grounded before your shift. You are also mindful to watch and manage your time wisely during your sessions, starting and ending on schedule.

You value honesty and direct communication, preferring to deal with issues as they come up, instead of allowing them to grow over time. You prefer to speak from your heart and check in with yourself, never avoiding emotions, while being respectful and loving with others who are in their own emotional state.

The Role:

You will be providing superior bodywork and massage skills to our client base. Additionally, some office work will be shared when clients are not booked during your shift.

Our clinic has built a reputation for quality work and professionalism and you will be expected to help maintain and build on this reputation.

You will be expected to help problem solve client’s physical issues as well as helping promote good in-office communication.

You will continue growing as a Massage Therapist by continuing to learn and develop through outside Continuing Education classes as well as training sessions within the clinic.

Responsibilities:

You will be expected to properly fill out chart notes after each session and collect payments for time of service clients. Credit card payments will be charged, by you, through our merchant service. Other methods will be collected and brought to the office for credit to the account.

You will be expected to help facilitate a treatment plan for your client as well as help re-book them through our online scheduler. It is important to be able to talk about treatment planning and rescheduling to help build your clientele and foster good therapeutic relationships with our clients.

You will be expected to help in the maintenance of our office through washing used dishes/mugs, folding linens at the beginning of your shift, and leaving the room as clean as you found it once you leave.

You will be required to maintain confidentiality regarding client care and treatment. We are covered under HIPAA.

You may be required to open and/or close the clinic on your own.

You will be required to keep your license up to date and to maintain liability insurance through one of the major Massage Therapy Associations. (AMTA or ABMP)

Office work may include but is not limited to: Writing thank you notes, entering client info into our database, e-mails, filing, social media outreach, weekly and monthly meetings, chair massage for promotions, returning phone calls and calling insurance companies.

Compensation:

You will be hired in on a probationary basis for the first 90 days. This is to ensure a good fit for both you and Avalon. You will be given a base pay of at least \$35/bodywork hour with one session guaranteed pay per shift. After the probationary period, bonuses will be offered based on clients that you see for up to \$40 in additional pay per client.

This is a small business, so helping build a clientele will be an important part of compensation. Be aware that it could take a month or two to fill shifts on a regular basis.

Evaluations will be provided on a regular basis with raises given according to merit, training and longevity.

Scheduling:

Shifts are in 5-hour blocks with the ability to leave early should spots be unscheduled. Shifts needed at this time included: Saturday from 9:00AM-2:00PM, Thursday from 10:30 AM-3:30 PM and at least one week night slot (Mon, Tue, Wed or Thurs) from 2:30-7:30PM. Priority is on the Saturday and evening time slots.

Supplemental /questions:

In a cover letter attached to your resume (including name, city/state of residence, phone number, email address, and LMT#) please answer the following questions. (Make sure they are numbered as shown below.)

1. Please share any special training or education you've had that would relate to your skill as a massage therapist. What modalities are you trained in and which are your favorites? Which do you prefer to avoid?
2. How do you help your clients feel safe, valued and cared for?
3. Explain the difference between Deep Tissue Massage and Swedish Massage.
4. Why would you like to work for Avalon Holistic Therapies?
5. Are you comfortable using computers?
6. Tell us about yourself? Hobbies? What do you like to do for fun?

How to apply:

If you feel this position could be a fit for you, please email your Resume and Cover Letter in a single document (Word Doc or PDF) to Ann-Marie Hall-Pond at Ann-Marie@AvalonHolistic.net

Thank you! We look forward to seeing if you're our next team member!
Ann-Marie Hall-Pond