



JOB DESCRIPTION

FORMAL POSITION TITLE License Massage Therapist

REPORTS TO Reports directly to the Clinic Owner.

ABOUT ORGANIC WELLNESS

At Organic Wellness Massage, we believe exceptional client care begins with taking exceptional care of our therapists. We have created a collaborative, therapist-centered practice where quality of care comes before rushing through appointments. Our goal is to help therapists build long, sustainable careers while providing outstanding care to our community.

WHAT ARE WE LOOKING FOR

You would be a great fit if you have:

- Current Washington State Massage Therapy License.
- Professional liability insurance (AMTA coverage provided after hire).
- Experience or interest in therapeutic, injury treatment, deep tissue, prenatal, and relaxation massage.
- Excellent communication and customer service skills.
- A team-oriented attitude and desire to continue learning.

OUR VALUES

We are looking for therapists who believe in:

- Creating a positive, healing environment.
- Working with the body's natural ability to heal.
- Building long-term relationships with clients.
- Supporting sustainable careers in massage therapy.
- Working collaboratively with teammates.
- Treating every client with compassion, professionalism, and respect.

COMPENSATION

We believe therapists should be compensated fairly while building long-term careers.

MASSAGE SERVICES

NON-TREATMENT WORK

Therapists are paid **\$18.00 per hour** for required non-treatment work including:

- Chart documentation
- Room turnover and sanitizing
- Laundry
- Restocking treatment rooms
- Staff meetings
- Required training
- Other assigned clinic duties

ADDITIONAL EARNINGS

- Client tips (100% retained by therapist)
- Performance bonuses
- Attendance and reliability incentives
- Cancellation protection (paid for qualifying no-shows and late cancellations)

Typical earnings range from **\$36–\$65+ per scheduled hour**, depending on schedule, service mix, and gratuities.

BENEFITS

We value our team and are committed to supporting both professional growth and personal well-being.

Benefits include:

- Paid sick leave
- Paid birthday
- Flexible scheduling
- Cancellation protection
- Continuing education contribution
- Paid AMTA membership and liability insurance
- Employee discounts on products and services
- Complimentary massage treatments
- Electric lift treatment tables
- Fully equipped treatment rooms
- Staff break room with snacks and beverages
- Supportive, collaborative team environment

RESPONSIBILITIES

CLIENT CARE

- Provide exceptional therapeutic massage treatments.
- Check clients in and out and collect payment
- Customize each session based on client goals.
- Maintain accurate SOAP documentation.
- Educate clients on self-care recommendations.
- Deliver outstanding customer service from start to finish.

DAILEY OPERATIONS

- Complete room turnover between clients.
- Perform laundry and maintain clean linens.
- Restock treatment rooms.
- Maintain a clean, organized workspace.
- Report maintenance or equipment concerns promptly.

TEAM PARTICIPATION

- Attend staff meetings.
- Participate in team communication.
- Complete required continuing education.
- Contribute to a positive workplace culture.

CLINIC OPERATIONS

- Help maintain the professional appearance of the clinic.
- Monitor inventory and notify management of low supplies.
- Identify opportunities to improve the client experience.
- Assist in maintaining a calm, welcoming healing environment.

OUR COMMITMENT

We intentionally schedule therapists to promote career longevity and reduce burnout. We prioritize quality of care over high-volume scheduling because we believe healthy therapists provide the best care. We are committed to creating a workplace where therapists can grow professionally while enjoying meaningful, rewarding careers.