

Heroes Work Here



PURPOSE

At Sound, you make a positive impact on the lives of our community's most vulnerable individuals. Together, we deliver innovative care, providing the right service at the right time at the right intensity to support recovery.



CARING

At Sound, you and your team support, challenge and inspire each other. You nurture lifelong relationships built on a unified purpose, shared experience and commitment to service. In our culture of caring for colleagues, clients and our community, you belong.



GROWTH

At Sound, your professional growth is our priority. Personalized coaching and supervision based on individual strengths, plus comprehensive training and firsthand experience, create unmatched opportunities to learn and expand your capabilities.



VOICE

At Sound, your voice is valued. You play a vital role in a living, evolving culture that is ardent in its Anti-Racism and active in addressing historical and current issues of diversity, equity, social justice and inclusion (DEJI). You have regular opportunities to participate in diversity conversations.

The Sound Way

It's the Sound Way to care for those who are ignored, marginalized or difficult to serve. As the community's largest behavioral health provider, we have the vision and scale to offer specialty programs including integrated primary care, services for the Deaf and hard of hearing, and programs for the intellectually and developmentally disabled, survivors of domestic violence, addiction and more.

With more than 50 years of leadership in serving our communities' needs, we are an independent behavioral healthcare provider, plotting our own course to deliver unique, whole-person healthcare. When we improve the health of our clients, we improve the communities in which we live. It's the Sound Way – and we hope you'll join us on this journey.

Our Differences = Our Strength

At Sound, we celebrate the differences that make us stronger, together.



Sound is the only provider in our community implementing **Reaching Recovery**, an evidence-based treatment model designed to deliver care based on the level of clients' needs.



Sound values **learning and professional development**, providing excellent clinical supervision as well as coaching, training and consultation to support effective care and further develop the skills of our professionals to expand their ability to make an impact.



As a **Strengths-based organization**, Sound is deeply committed to providing the kind of workplace in which our team members are challenged, empowered, valued, supported and recognized.



Sound makes meaningful impact on DEJI issues. We promote an **inclusive and diverse environment, dedicated to respect, understanding and collaboration**. We realize it is not enough to be merely non-racist. It is imperative that we are an Anti-Racist organization, transforming words into action.



Sound **cares for team members by offering a generous benefits package, plus awards, recognition and appreciation**. We support work/life balance, so we offer three weeks vacation the first year and workplace flexibility. Our health insurance covers dependent children at no additional cost.