

Who We Are + What We Do

Our Story

Established in 2017, evolvedMD is revolutionizing the healthcare industry by better integrating behavioral health services into modern primary care. Sweeping the nation, we've increased access to behavioral health services in a time it's needed most.

Why do our clinicians love working at evolvedMD? Here's what they said:

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“I have felt heard and seen in the workplace, which is something I have never truly experienced before. I am beyond grateful to be part of a wonderful team that wants to support the mental health needs of both patients and employees!”

“My passion for being a therapist, I re-found it here. The work-life balance and the support to be my own person outside of work keeps me going, and knowing my supervisor isn't going to be mad at me for taking time for myself.”

“I know what burnout is. I experienced it when I was overloaded, working overtime, with no support. Here, my manager is open with communication and supports me when I need it.”

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Note from CEO

I started this company with the aim of being different. Radically different. I am so pleased that you're interested in joining us in that mission! We are reimagining the future of behavioral health. Whether your role involves directly providing patient care or delivering the programs and processes to support our patients, we are committed to living our values, learning from each other, never accepting the status quo, and bringing some joy and fun to our work lives!

- Erik Osland, Founder + CEO

Our Mission

Creativity, compassion and change drive us: we innovate and lead the integration of behavioral health services in modern primary care. We believe in whole patient care: upfront and ongoing. We believe in a better way to integrate behavioral health.

Our Focus

We innovate and lead the integration of behavioral health services in modern primary care.

Our Vision

We are different. Radically different. We provide and treat behavioral health with an integrated team. **Upfront and ongoing.** We are an organization that exists to supports the needs of our providers. Who change the trajectory of the communities we serve. The norms of conventional health care do not define us; they challenge us to find a better way.

Our Values



We Connect + Collaborate



We Deliver



We Innovate



We Grow

Our Impact



80k

Patients Served
since 2022



300k

Clinical Hours
since 2022



250+

Clinics Across 5 States
with over 40 specialty clinics



45+

**Therapists Receiving
Independent Licensure**

Employee Journey

We Train

Offering best-in-class onboarding and clinical training, including five days of initial training at evolvedMD's corporate office in Scottsdale (and out in the field), we ensure clinicians are prepared, engaged, and comfortable. So far, we've trained over 300 therapists.



We Support

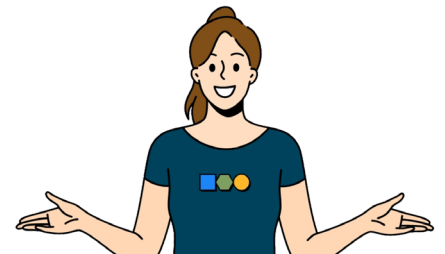
We elevate the skills of independently licensed clinicians while providing key supervision components for associate-level clinicians who seek independent licensure. With a dedicated Clinical Manager, clinicians receive weekly supervision. Offering field-based management support and team building, care coordination support for simpler schedules, and corporate support via marketing, clinical services, and more, you can focus on what you do best - providing exceptional patient care.



We Educate

Our Collaborative Care Leadership Development Program (CCLDP) is a two-year program our Behavioral Health Managers participate in during their employment at evolvedMD. With monthly modules covering a variety of topics from post-partum care to how to market yourself, we are invested in elevating their clinical skills while developing a deeper understanding of the business side of behavioral health.

To reward their progress, participants receive a \$5,000 base salary increase after the first year and a \$10,000 bonus upon completing the program following year two. Once completed, participants are positioned as the best trained clinicians in Collaborative Care.



We Celebrate

Between quarterly clinical seminars, team-building activities, holiday celebrations, and more, we want your time at evolvedMD to be as fun as it is rewarding. Whether it's a trip to the arcade, an escape room, or a paint and sip class, we encourage building camaraderie between colleagues - both in your immediate team and your regional team.



Employee Testimonials

On Professional Development:

“I came to evolvedMD having my independent license and my own private practice, so I was confident in my abilities. But having a clinical manager that challenged me when needed has made me a better clinician than I would have been had I stayed only doing my own practice. From starting as a Behavioral Health Manager, then moving to a Clinical Manager and now as Senior Clinical Director of the Mountain Region, I rely on all that growth I made.”

On Fulfilment:

“I always thought evolvedMD sounded too good to be true — but now when I interview candidates, I love hearing that they think the same thing, and I get to tell them how my skepticism was for nothing. At past jobs, good work was met with heavier and more difficult cases, but here I always feel recognized which in turn has given me the most drive and ownership I’ve experienced in a role. Instead of burning ourselves out, we’re encouraged to take care of our well-being through practicing self-care and keeping healthy work-life boundaries. I never imagined I’d get to say that I never have to look for a job again — I plan on working here until I die!”

On Culture:

“Working at evolvedMD has been a genuinely enriching experience. The culture promotes growth and psychological safety. The team is a cohesive unit of passionate professionals who are always supportive, collaborative, and willing to help. I appreciate its commitment to work-life balance the most, ensuring that our personal well-being is never compromised while assisting patients. It’s more than just a career; it’s a community and a place where my contributions are valued.”

On Support:

“Before joining evolvedMD I had considered leaving the mental health field because I had not been able to find an organization that supports my professional goals and prioritizes work-life balance. evolvedMD’s unrelenting dedication to its people is authentic and delivered as promised. The growing family of support, guidance, and collaboration is what I envisioned starting out as a clinician.”

