

At Spring Health, our mission is to eliminate every barrier to mental healthcare.

Ready to do the most impactful work of your life? Learn more about what motivates us and the ways we work to see if this is the right place for you.

Our values:

Mission First

We are driven by a clear mission: to eliminate every barrier to mental health. This mission sets our direction and helps us make tradeoffs when priorities compete. It reminds us who we are here to serve — our members, customers, providers, and each other — and why our work matters. When we put the mission first, we focus our time and energy on the work that will have the greatest real-world impact, and we make decisions that improve long-term outcomes for the people we serve.

Move fast to change lives

We move quickly and intentionally with a strong bias towards action. We make clear decisions with imperfect information and move into action to drive meaningful progress. We set ambitious goals, learn through execution, and course-correct based on real-world feedback.

Science will win

We ground our work in evidence, not assumption. We use rigorous research, data, and validation to understand what works, what doesn't, and why. By deeply understanding what exists today, we make smarter decisions to create lasting change.

Candor with care

We believe candor reduces ambiguity, friction, and stress when it is grounded in care, curiosity, and positive intent. We speak up when something is unclear, misaligned, or uncomfortable — but we do so thoughtfully, considering context, impact, and timing. Candor is not about unfiltered honesty; it is about communicating clearly and responsibly to build trust, alignment, and shared understanding.

Embrace diverse teams and perspectives

Diversity makes us stronger. Whether it's differences in background, perspective, ethnicity, race, gender, sexuality, age, disability (visible and invisible), or religion, we go beyond just having diverse talent—we work intentionally to support and amplify diverse voices around a table.

Take ownership

We believe taking ownership is how meaningful work gets done. We take responsibility for outcomes, not just tasks, and own both the problem and the outcome end to end. Ownership is both a mindset and a practice: how we think about responsibility and how we act to deliver results. We seek context to understand what matters most, how our work connects to company goals, and where we can have the greatest impact. When things are unclear or go off track, we step in rather than wait, take accountability for moving the work forward, and follow through until the outcome is delivered..

High-Velocity Growth, Grounded in Purpose

What will you **experience** at Spring Health?

- **An unprecedented pace of growth and change that will challenge you to stretch beyond your comfort zone and boundaries.** You'll be expected to cut through noise, decide with imperfect information, and keep momentum on what matters most.
- **Career-defining moments and growth opportunities that will accelerate your career trajectory by years.** You'll take on complex, high-stakes problems and make decisions that shape the company, the future of mental healthcare, and the experience of millions of members globally.
- **A relentless focus on excellence.** We challenge the status quo, raise the bar, and expect high-quality outcomes. Thoughtful risk-taking, experimentation, and learning are how progress happens here.
- **A culture where feedback fuels impact and development.** Honest, thoughtful input helps us move our mission forward while supporting your growth and potential.
- **The support and resources to drive impact at scale.** Flexible work and mental health resources are essential to how we sustain high performance and manage energy over the long term.

What will you need to **thrive** at Spring Health?

- A **hunger and curiosity** for tackling ambiguous, complex, and messy problems that have no easy solutions. Using a **data-driven** approach is foundational to our ways of working.
- **Modeling a growth mindset** that enables you to look around corners and **anticipate problems** before they are identified for you. **Proactivity** and **initiative** are essential.
- Being **resourceful** enough to manage your own energy and **maintain a long-term, bigger picture perspective** about work and career.
- A **high degree of grit**: a combination of deep passion for our mission and perseverance to work through the many obstacles and complexities that will come your way.

Most Importantly, You're Committed to Our Mission

Our mission of eliminating every barrier to mental healthcare drives everything we do. Joining our mission means being part of a dedicated team that is changing lives and making the world a better place, one step at a time. Your contributions here will be felt by millions, and together, we will leave a lasting legacy.

It's not for everyone, but if it's for you, come join us.