

Senior Associate **Full Time with Benefits**

Summary

The Child Health and Development Institute (CHDI) is seeking a **Senior Associate** to work primarily on projects to disseminate and implement evidence-based practices (EBPs) in children's behavioral health. The position will be responsible for management of training and consultation for multiple community-based children's behavioral health initiatives with a trauma-informed lens.

The ideal applicant will be proficient in behavioral health best practices, implementation science, contract and budget management, supervision, and professional writing. The individual selected for this position will work within grant- and contract-funded projects at CHDI, and is expected to contribute to CHDI and external publications.

Required Education and Skills

- Master's or Doctoral Degree preferred in psychology, social work, public health, child development, or a closely related field;
- Demonstrated knowledge and use of implementation science and quality improvement strategies to improve access, quality, outcomes, and equity in children's behavioral health services;
- Experience with delivering and/or disseminating EBPs in children's behavioral health;
- Proficiency in data interpretation and transforming findings into quality improvement strategies (e.g. development and monitoring of QI plans, consultation/technical assistance on EBP implementation) that enhance EBP implementation with demonstrable outcomes;
- Demonstrated ability to synthesize and communicate complex findings and information in clear, concise, and accurate ways, in verbal (e.g., presentations, meetings) and written formats (e.g., reports, academic publications);
- Demonstrated experience with professional writing, such as first or second author role on peer-reviewed publications, white papers, and/or technical reports;
- Experience writing grants and proposals;
- Experience in team management, individual supervision, and contract and budget management;
- Excellent interpersonal, communication, and time management skills;
- Demonstrated proficiency with MS Office Suite (Word, Excel, Outlook) and other software applications (e.g., Alchemer, Zoom, Microsoft Teams);
- Skills and experience that are strongly preferred, but not required, include: application of learning collaborative and community models; routine practice applications of assessments and measurement-based care; workforce development best practices; user experience design; conference hosting and management; hybrid models of training and consultation; and use of technology aids in clinical practice.

Applicants are encouraged to apply even if not every qualification is met.

Compensation

Compensation will be based on experience and will range from \$77,000-\$82,000 annually (Full Time Equivalent) depending on experience and qualifications. A generous benefit package is provided.

Description of Responsibilities

The Senior Associate will be responsible for management of training and consultation for several EBP dissemination and implementation projects in children's behavioral health. Additionally, the Senior Associate will assist with overall project management on multiple initiatives. Federal, state, and private funders have invested heavily in the identification, development, implementation, and replication of promising and evidence-based services for youth in Connecticut.

The Senior Associate will be responsible for management of training and consultation for multiple community-based children's behavioral health initiatives with a trauma-informed lens. The Senior Associate will employ quality improvement strategies with partners to improve access, quality, outcomes, and equity in children's behavioral health services. This involves the engagement of providers in routine and tailored consultation; use of data reports to drive service and outcome improvements; and application of implementation strategies to enhance active learning. The Senior Associate will provide supervision and assist with project management.

Examples of responsibilities include:

- Lead the development, implementation, and ongoing improvement of an implementation consultation model to support multiple EBPs in children's behavioral health services;
- Develop and implement strategies for comprehensive workforce training and development that includes incorporates foundational, advanced, and specialized learning;
- Utilize reports that include professional-quality tables, graphs, and figures and written interpretation of findings for provider consultation;
- Collaborate with CHDI team, state agencies, and community providers to translate findings into future training and consultation activities;
- Synthesize research and literature to identify improvements or advances in access, quality, outcomes, and equity of children's behavioral health services;
- Train and mentor others on implementation science and learning collaborative methodologies;
- Develop and deliver presentations, in written and verbal formats, to internal and external stakeholders;
- Assist with grant/contract applications to seek external funding;
- Assist with development of CHDI publications, peer-reviewed publications, and research reports;
- Update project staff routinely on progress toward deliverables at internal and external meetings;

- Supervise and assist with hiring project staff, and perform routine performance reviews as needed;
- Coordinate and manage project deliverables, including timely completion;
- Manage budgets and work plans;
- Ensure completion of contract deliverables; and
- Other duties as assigned.

Organization

CHDI is an independent, non-profit organization located in Farmington, CT. Working in partnership with state and regional agencies, providers, schools, universities, and other organizations, we strive to advance equitable and sustainable improvements in behavioral health systems, practices, and policy for all the state's children. Our work is concentrated in the areas of evidence-based practice dissemination, system development and integration, quality improvement, school mental health, data analysis and research, evaluation, policy analysis, consultation, training, and technical assistance.

CHDI functions as an intermediary organization to develop, train, disseminate, evaluate, and expand effective models of practice in children's mental health, juvenile justice, education, and other systems. We partner closely in those efforts with the Department of Children and Families, the State Department of Education, the CT Judicial Branch's Court Support Services Division, The University of Connecticut Department of Psychiatry, Yale University School of Medicine, family advocacy organizations, community-based providers, and others. CHDI does not provide direct clinical services.

Applications

To apply, please email to Lori Schon (schon@uchc.edu) the following: (1) a detailed letter of interest describing qualifications, experience, and interest in the project described; (2) curriculum vitae. Applications will be considered on a rolling basis until the position is filled. The position is contingent upon continued funding.

CHDI is an equal opportunity employer and acknowledges this in its solicitations or advertisements for employees. It is our policy to provide equal opportunity to qualified individuals, at all levels of employment, regardless of race, color, religious creed, age, sex, gender identity or expression, marital or civil union status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, military service, veteran status, pregnancy, genetic information, or sexual orientation. This commitment to equal opportunity applies to decisions related to all aspects of employment, including recruiting, hiring, training, selection, promotion, development, compensation, and the terms, privileges, and conditions of employment.

Terms and Conditions of Employment

CHDI requires applicants to have current legal authorization to work in the United States and the organization does not sponsor applicants for work visas.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

CHDI employees are required to be vaccinated for Covid-19, subject to the grant of a request for reasonable accommodation. Consistent with State law, CHDI provides reasonable accommodations, absent undue hardship, to qualified individuals with disabilities/medical conditions and based upon a sincerely held religious belief, observance or practice that conflicts with getting vaccinated.

Unvaccinated employees with an approved reasonable accommodation must submit adequate proof of a negative test for SARS-CoV-2 on a weekly basis.