



Child First Florida Program Director

Palm Beach County, Florida

Program Description

Child First is an innovative, two-generation, home-based intervention, embedded in a system of care. Child First works to decrease the incidence of serious emotional disturbance, developmental and learning problems, and abuse and neglect among high-risk, very young children and their families. Child First has been designated by Health and Human Services (HHS) as one of the 13 evidence-based home visiting models under the Maternal, Infant, and Early Childhood Home Visiting Initiative (MIECHV). Child First uses a team approach that combines (1) Child-Parent Psychotherapy (CPP), a psychotherapeutic, attachment-based, trauma-informed, dyadic intervention with (2) care coordination, providing wrap-around services and supports for the whole family. Most families have experienced multiple challenges, including poverty, violence, depression, substance use, and homelessness.

Child First is currently in a period of rapid growth, now in 15 sites across Connecticut. The first national replication site will be Palm Beach County, Florida. The Child First Central Program Office (CPO) in Connecticut oversees and supports the Child First network of agencies that are authorized to implement the Child First model.

Summary of Position

The Child First Florida Program Director will be a staff of the Child First Central Program Office in Connecticut, but will reside in Florida. He/she will be co-located at the Children's Services Council of Palm Beach County, and work in close partnership with their staff in the implementation of Child First. He/she will be responsible for managing Child First clinical operations in Palm Beach County, and then potentially in other counties in the state, in partnership with Child First's National Clinical Director and other members of the CPO Leadership team. Primary responsibilities will include: (1) providing direct clinical and programmatic consultation to affiliate site Clinical Directors in Florida; (2) ensuring quality enhancement and model fidelity of clinical and care coordination interventions; (3) conducting trainings in collaboration with Child First training staff; and, (4) serving as a liaison between Child First CPO and direct service providers, community partners, and other stakeholders in Florida. He/she must be an experienced early childhood mental health clinician with experience providing dyadic parent-child treatment (preferably Child-Parent Psychotherapy) and an understanding of attachment theory and the impact of trauma and adversity on early brain development. He/she also must embrace innovation, love teamwork, have superb oral and written communication skills, and want to have major impact in the rapidly growing field of early childhood mental health.

Key Job Responsibilities

Reflective Clinical Consultation

- Oversee all components of clinical operations in Palm Beach County, and potentially other Florida counties.
- During the 12 months of the Child First training period, provide weekly then biweekly, individual reflective clinical consultation to Clinical Directors, and group reflective clinical consultation to Child First staff at each of three affiliate sites.
- Provide ongoing, as-needed technical assistance, support, and clinical consultation for Florida affiliate site Clinical Directors.

- Assist site Clinical Directors in building and maintaining cohesive, supportive, and respectful relationships among their staff.
- Conduct a monthly, Child First Florida Clinical Director Meeting focused on both clinical and management issues.
- Work in the home using the Child First model with a total of two very vulnerable young children and their families.
- Participate in reflective clinical supervision with CPO senior clinical staff.

Quality Enhancement and Model Fidelity

- Collaborate with Child First Quality Enhancement team to help monitor quality of clinical interventions and fidelity of implementation of the Child First model as it is rolled out in Florida.
- Work closely with the Children's Services Council around data collection and analysis.
- Review all State-wide Child First Metrics (implementation process) on a monthly basis and work with site Clinical Directors to enhance outcomes.
- Review all State-wide Child First assessment outcomes on a quarterly basis and work with Clinical Directors to target areas needing more training or consultation.
- Oversee site affiliate agency visits in Florida to determine if trained Child First sites meet standards for Child First accreditation, including video and review of clinical materials.
- Collaborate with CPO team and affiliate Clinical Directors to address concerns as they arise.

Training Provision

- Actively participate in planning and implementation of all Child First training – including Child First Learning Collaborative, distance learning, and specialty training – working in close collaboration with the National Clinical Director and the Deputy Training Director.
- Assist site affiliate Clinical Directors in mastering Child First model components and facilitate collaborative learning.
- Identify local expert faculty who can collaborate and contribute to Learning Collaborative sessions, specialty trainings, and the Child First Annual Conference.

Child First Florida Team

- Represent Child First in Florida by developing relationships within local early childhood and mental health networks and policy leaders, and participating in relevant meetings with stakeholders.
- Work with Florida agencies and other local stakeholders to build strong systems of care for young children and their families.
- Maintain weekly contact with Child First CPO and attend Child First CPO Leadership meetings, as appropriate, through on-line conferencing.
- Serve as a liaison between Child First CPO and stakeholders in Florida.

Qualifications

- Licensed early childhood mental health clinician with Masters or Doctoral degree (preferred) in the areas of clinical psychology, psychiatry, social work, marriage and family therapy, or relevant related discipline.
- Knowledge of early childhood development and disability, especially emotional development and mental health; young child assessment; parent-child relationships and attachment theory; impact of

trauma, depression, and other environmental risks on early childhood brain development; family systems; adult psychopathology; psychopharmacology; and diagnostic classification of young children and adults.

- Minimum of five years' experience working psychotherapeutically with young children (0-5 years) and their families using a relationally-based model.
- Experience working in home and community-based settings with vulnerable populations of diverse cultures and ethnicities.
- Knowledge and experience working with adults with mental health, substance abuse, intimate partner violence, and cognitive challenges.
- A minimum of four years' experience conducting reflective clinical supervision with Master's level clinicians.
- Certified trainer in Child-Parent Psychotherapy (preferred).
- Experienced trainer with ability to facilitate group learning and apply interactive training techniques.
- Knowledge and experience with collaboration with other early childhood and adult providers.
- Excellent interpersonal, leadership, and team-building skills.
- Highly organized, high energy, team player, self-motivated, and flexible.
- Ability to multi-task on multiple initiatives in parallel.
- Quality improvement and program evaluation experience a plus.
- Excellent oral, writing, and editing skills.
- Computer proficiency with Microsoft Word, Excel, and PowerPoint.
- Strong commitment to the vision, mission, and goals of Child First.
- Ability to travel to CPO in Connecticut for training in fall 2014, and quarterly thereafter.

Salary and Benefits

- Full-time position
- Competitive salary commensurate with the experience and qualifications of the candidate
- Supportive and flexible work environment
- Generous benefit package

Apply

- To submit an application, email a cover letter and curriculum vitae to Christine Payne, Ph.D., National Clinical Director: chrispayne@childfirst.com. Please place "Florida Program Director" in the email's subject heading.