

Our Mission: To Inspire Children, Empower Families and Build Stronger Communities

CLINICAL DIRECTOR – EARLY CHILDHOOD MENTAL HEALTH CONSULTATION

POSITION SUMMARY: The Clinical Director has clinical supervisory and administrative responsibilities for the Early Childhood Mental Health Consultation (ECMHC) program. The Clinical Director is responsible for overseeing a team of licensed and other eligible mental health consultants who provide consultation services and clinical support within Kidango's early care and education centers across three Bay Area counties.

POSITION OVERVIEW:

- Employment Type: Full time/Exempt
- Salary: Commensurate with experience
- Location: San Jose or Fremont Office
- Job Category: Administration
- Reports to: Vice President-Early Childhood Mental Health Consultation & Training
- Supervises: Early Childhood Mental Health Clinical Supervisors and Consultants

PRIMARY RESPONSIBILITIES:

1. Implement and supervise all aspects of the delivery of consultation services to staff, children and families.
2. Hire, supervise and manage performance of early childhood mental health consultants ensuring quality of work meets clinical, program, organizational, productivity, confidentiality, mandated reporting and HIPPA standards.
3. Provide individual and group reflective supervision to consultation staff that is marked by atmosphere of reflection and collaboration. Support consultation staff's in their provision of a multi-tiered consultative approach that includes system, program, center and child-level consultation.
4. Provide regular administrative supervision that includes discussion and feedback about referrals, case consultation, documentation, timeliness, deadlines, professionalism and other performance expectations.
5. Establish and maintain strong collaborative relationships with staff across departments particularly with center staff served by the consultation team.
6. Provide oversight of consultation center assignments including staffing, communication and other consultative supports.
7. Manage referral process for child-specific consultation and support consultants with caseload management.
8. Support referral process for community-based therapeutic and other services, as needed.
9. Develop and facilitate trainings on a range of early childhood mental health topics for consultation team and other internal agency staff.
10. Maintain center assignment and provide direct consultation services with staff, children and families, as needed.
11. Support and/or intervene with mental health or behavioral crisis as arise, including with situations related to mandated reporting and any suspected child abuse adhering to laws and regulations.
12. Implement data collection procedure and provide data reporting as requested. Support the development and implementation of program evaluation and outcome measurement procedures.
13. Attend supervision and other meetings as required for the program.

POSITION QUALIFICATIONS/REQUIREMENTS:

- Clinical licensure as a MFT, LCSW or psychologist in California for at least 2 years required.
- Master's degree or higher in psychology, social work or related behavioral science field required.
- At least 3 years of clinical supervisory and/or program management experience using a reflective practice approach required – preferably within an early childhood mental health program.
- Experienced with hiring and training qualified staff including giving constructive feedback, managing performance and completing performance appraisals.
- At least 3 years of direct clinical service providing early childhood mental health assessment, diagnosis and treatment to children and families ages birth to 5 required.
- Endorsement as an infant/family early childhood mental health specialists/reflective practice facilitator or reflective mentor highly preferred although not required.
- Documented education or training in infant mental health, early childhood mental health and early childhood development including evidence-based, trauma-informed models (i.e. Child Parent Psychotherapy).
- Familiarity with school-based mental health consultation in early care and education settings such as Early Head Start, Head Start, and state-preschool programs.
- Practice from a bio-psycho-social clinical approach, inclusive of ecological, attachment, trauma, neuroscience and developmental theories and rooted in infant mental health philosophy and principles.
- Bilingual a plus (Spanish, Vietnamese, Mandarin, Farsi, Tagalog)

OTHER QUALIFICATIONS/REQUIREMENTS:

- Demonstrate understanding of early childhood mental health consultation as building the mental health capacities of teachers, staff, families and others who care for young children and utilize the principles of the consultative stance in the oversight and implementation of the program.
- Demonstrate the value of self-reflection and practice the examining of one's own values, beliefs, assumptions, biases and experiences and how influence what bring to the consultative work, relationships and interactions. Ability to assist others in self-reflection and perspective-taking.
- Ability to develop trusting and collaborative relationships with supervisees to support their professional growth and program quality.
- Show flexibility and comfort working in natural settings including homes and early care/education classroom settings. Occasionally, work evenings and/or weekends.
- Ability to support the mental health of infants, young children and the adults who care for them.
- Understand and embrace multidisciplinary approaches for working with young children, families and other caregivers and staff.
- Understand typical and atypical growth and development of young children. Understand cultural variations in development, teaching practices, childrearing practices and caregiver expectations.
- Respect diversity and embrace working with multi-cultural communities.
- Understand the influence of power, inequity and oppression as related to adult and child behavior and relationships.
- Communicate respectfully and maintain effective relationships with all staff, partnering agencies and other stakeholders.
- Ability to provide leadership, accept responsibility, set goals, work independently and in cooperation with others.
- Professional, self-motivated and self-directed.
- Effective and strong communicator. Ability to communicate clearly in English both verbally and in writing. Ability to write concise, informative written information in a timely manner as needed within the position.
- Ability to exercise good judgment clinically, legally and ethically and willing to consult with supervisor as needed. Ability to make decisions and multi-task.

- Possess basic knowledge related to public regulations and guidelines governing the operations of behavioral health programs.
- Position requires travel to various locations within Santa Clara, Alameda and Contra Costa counties.

COMPANY WIDE JOB REQUIREMENTS:

- Must pass a health screening and TB test
- Must pass background fingerprint clearance
- Valid Driver License
- Must be 18 years or older

ADMINISTRATIVE WIDE DEMANDS:

Job duties will be performed in an office environment and the physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job.

- This is largely a sedentary role; however the need for some walking and standing will be required
- The ability to lift up to 20lbs may be needed during some job duties
- The employee will be required to use hands for computer work, answering phones calls...etc.

**** Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions ****

Equal Opportunity Employer/Drug Free Workplace

HOW TO APPLY: To apply for this position, please complete an application at <https://www.kidango.org/Careers>

You may submit your resume along with an application.

Please note that you are not considered an applicant until you have completed an application for employment.