JOB POSTING – IMPLEMENTATION ASSOCIATE OR ASSISTANT DIRECTOR OF IMPLEMENTATION

The Baker Center for Children and Families (“the Baker Center”), formerly called Judge Baker Children’s Center, is seeking a full-time psychologist to join our Quality Care Initiative (QCI) team as we strive to increase behavioral health equity by improving access to high quality, culturally sensitive care for diverse children and families. We are seeking an Implementation Associate, or an Assistant Director of Implementation (rank commensurate with experience), who will report to the Director of Implementation. This team member will work on multiple initiatives focused on implementation and training of evidence-based practices for children and quality improvement of new and existing programs through the Baker Center.

The team member will collaborate with the QCI team and the Director of Implementation to carry out an array of activities, including implementation and quality improvement activities, conducting clinical training and consultation, and to act as a liaison between project staff, trainers, and community partners receiving training and/or technical assistance. The team member will contribute to the seeking of extramural funding through grant and contract application writing. Further, the team member will assist in team efforts to expand and strengthen the Baker Center’s role in the implementation field through active engagement in presentation and publication of work.

The Quality Care Initiative team at The Baker Center serves as an intermediary organization between implementation science and community-based provider organizations. The QCI team works to create lasting improvements in the quality of behavioral health care and other services for all children and families. Our expert staff works collaboratively with service providers, schools, state agencies, academic institutions, researchers, and funding organizations to help ensure that all children and families have access to the highest quality care. Our approach focuses on translating the most cutting-edge research and proven strategies for helping children and families into equitable and sustainable practice changes in real world settings. By using thoughtful, evidence-informed, and carefully planned implementation strategies, we work to close the research-to-practice gap.

Additionally, the team member will be appointed as a Staff Psychologist at our outpatient clinic, the Center for Effective Therapy (CET), reporting to the Senior Director of Outpatient Clinical Services. The Staff Psychologist will provide high quality behavioral health treatment to a culturally diverse population of children and young adults ages 2-22, utilizing evidence-based practices (EBPs). The team member may also provide clinical supervision to doctoral and postdoctoral trainees for our robust internal training program, which includes an APA accredited predoctoral internship, and/or licensed staff clinicians. The percentage of clinical service engagement will be determined by QCI project needs and candidate’s interest.

We have a strong commitment to promoting the professional development of our staff and provide free, in-house training opportunities as well as free monthly continuing education seminars. Qualifying individuals may be eligible for a faculty appointment at Harvard Medical School. If eligible, we anticipate academic rank to be at the Instructor level.
**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Utilize expertise in evidence-based models, implementation science, and quality improvement to support evidence-based practice implementation initiatives nationally through the Baker Center
- Provide clinical training and consultation in evidence-based practices for youth mental health challenges to community-based providers using adult learning principles
- Provide implementation and quality improvement consultation and technical assistance to organizations participating in the Baker Center implementation and quality improvement initiatives
- Develop evaluation plans, analyze implementation data, and develop reports for implementation and quality improvement purposes internally and externally
- Work collaboratively with staff from federal and state agencies and/or behavioral health providers
- Support development and maintenance of data systems
- Work to establish the Baker Center as a regional and national leader in the implementation and sustainability of evidence-based practices through presentation and publication of work
- Assist in identifying and pursuing opportunities for extramural funding including state and federal grants and contracts and funding from philanthropy
- Provide weekly direct clinical service through CET as determined by QCI project needs and candidate’s interest
- Attend weekly clinical meetings
- Complete required collateral contacts and professional documentation for direct service.
- Provide administrative support to teams as needed
- Work collaboratively as part of both the Quality Care Initiative Team and the Center for Effective Therapy
- Engage in special projects as directed by supervisors on an as needed basis

**REQUIRED QUALIFICATIONS:**

- Ph.D. or Psy.D. in psychology
- Massachusetts Psychologist/Health Service Provider licensure, or eligibility
- Completion of an APA-accredited internship
- At least two years of experience with program implementation/implementation of evidence-based practices
- At least two years of experience with children’s behavioral health and associated evidence-based treatments
- At least three years of providing clinical services to children and families, preferably using one or more established evidence-based practices.
- Must be extremely organized, efficient, and a good team player
- Keen analytic and problem-solving skills
- Must possess excellent interpersonal and communication skills and be comfortable collaborating with a range of professionals (e.g. academia, behavioral health, child welfare, juvenile justice, law enforcement)

**PREFERRED QUALIFICATIONS:**
- Substantial experience delivering evidence-based practices, (e.g., MATCH, MAP, PCIT, and/or TF-CBT are especially beneficial)
- 1-2 years of post-licensure clinical experience
- Experience conducting clinical trainings
- Experience providing clinical supervision and/or clinical consultation
- Evidence of scholarly publication and research

WHAT THE BAKER CENTER OFFERS:

- Opportunities abound for continuous learning and professional growth through The Baker Center’s high level of commitment to professional training for its staff. Receive in-house training from highly experienced and educated professionals and clinical leaders to become certified in MATCH ($3100 value)
- Demonstrated appreciation for your hard-work and efforts via pay increases for successful completion of MATCH certifications, and career advancement opportunities for your excellent performance and initiative.
- A commitment to DEI training and incorporating a multicultural lens into all organizational activities.
- An excellent benefits package,
- Flexibility with a hybrid work model, combining onsite (Waltham OR Boston) and remote work. A fully remote position may be considered, though some in-person work will be required.
- Work independently and collaboratively with a talented, bright, fun, humorous and hard-working team of individuals, and realize the impact of your knowledge, experience, passion and efforts working with children and adolescents with varying behavioral health concerns.
- As a Harvard Medical School affiliate, the Baker Center faculty have access to a large array of academic resources including full library access for faculty, fellows, and research assistants; HMS-only research grant opportunities, and grants management support.

Contribute to QCI’s highly effective and consistent operations and positively impact growth and expansion in its cutting-edge, culturally sensitive, behavioral health outpatient environment, with the support of a highly regarded and well-established organization and exceptional leadership team.

ABOUT THE BAKER CENTER FOR CHILDREN AND FAMILIES

The Baker Center for Children and Families (“the Baker Center”), formerly known as Judge Baker Children’s Center (JBCC), is a non-profit organization that serves children by promoting their healthy development, emotional, and intellectual well-being. Founded in 1917 and inspired by the work of Judge Harvey Baker, at BCCF we believe there is no such thing as a “bad kid,” but rather children who are born into difficult circumstances and haven’t connected with the right care and support. We also believe that clinicians and community organizations can provide exceptional care when given adequate supports. At BCCF, we aim to meet the overwhelming need by expanding access to the highest quality behavioral health care for all children and families through our direct clinical services, national evidence-based practice implementation initiatives, policy and advocacy efforts, and research.
We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions or any other characteristic protected by law.

Applications

In addition to completing the online application here, interested applicants should send the following materials to training@jbcc.harvard.edu:

(1) A cover letter specifically addressing your experience related to the job responsibilities above,
(2) A curriculum vitae,
(3) A de-identified clinical case summary for a youth between ages 6-17,
(4) One representative publication or writing sample, and
(5) Contact details for three professional references. References will only be contacted with the candidate’s permission.

The position is available starting July 1, 2022, will remain open until filled, and is contingent upon available funding.