



HOLDING HOPE
Infant-Early Childhood Mental Health Consultation
Provided by Child Care Aware of Washington

Child Care Aware of Washington

Holding Hope: Infant & Early Childhood Mental Health Consultation (IECMHC)

IECMHC Supervisor

Position Description

The IECMHC Supervisor is a member of the Holding Hope IECMHC Team, whose charge is to offer Infant Early Childhood Mental Health Consultation services in Licensed Child Care programs throughout the state of Washington. The Supervisor will provide individual and group reflective supervision/consultation and clinical support to a statewide team of Mental Health Consultants (MHCs) employed by the Regional CCA of WA member agencies throughout the state. The Supervisor is responsible for being able to perform all duties of the Infant Early Childhood Mental Health Consultant, as well as to offer leadership and support for the MHC Team. As this is a developing program, the Supervisor will also partner with the IECMHC Director on program development and systems support/collaboration efforts. This position reports to the IECMHC Director at CCA of WA.

Essential Job Functions

Oversees the Implementation of and Monitors the Delivery and Quality of MHC Services

- Provides individual and group reflective supervision/consultation and clinical guidance to a team of mental health consultants in accordance with program implementation guidance and contractual requirements.
- Observes and/or supports the delivery of MHC service in the field; partners with and/or shadows MHCs on visits as appropriate.
- Provides on-call clinical and reflective support to MHCs in response to critical or time-sensitive incidents in the field.
- Creates an environment for the MHC team to operate in a respectful, collaborative, reflective manner.
- Reviews MHC documentation of service delivery and ensures that data is maintained in an appropriate and timely manner.
- May assign cases and monitor caseloads for MHCs, in partnership with Regional Coordinators and MHCs.



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- In partnership with the IECMHC Director and DCYF partners plans, develops and provides onboarding and ongoing professional development for the MHCs state-wide.

IECMHC Service Delivery (as needed)

- The IECMHC Supervisor may also provide virtual or on-site Mental Health Consultation services in child care/early learning settings in specified regions in accordance with program implementation guidance and contractual requirements.
- May provide intake, triage and virtual waitlist support for child care programs waiting for on-site service delivery.

Program Development and Systems Support

- In collaboration with IECMHC Director, develops and modifies policies and procedures for MHCs to implement program service goals and objectives.
- Collaborates with CCA Regional Leadership regarding implementation of IECMHC and support and guidance for MHC staff.
- Partners with regional staff to trouble-shoot implementation issues, inform program and policy development and document service needs and gaps.
- In collaboration with CCA Regional Coordinators, Professional Development Coordinators and CCA of WA Program Team, assesses system professional development needs related to Infant Early Childhood Mental Health and other related content/resources for Early Achievers Coaches and others.
- Researches, plans and develops relevant training materials and resources to support the Coach and MHC work in promoting social/emotional development and prevention of expulsion and other exclusionary practices.
- Partners with regional MHCs and staff to provide training to individuals, small and large groups within the program and/or for the larger community as needed and appropriate.
- Maintains awareness of current professional resources, research and developments in the field and shares pertinent information with MHC team and broader field as appropriate.
- Develops and maintains a shared IECMH resource database/system for the statewide MHC Team, Coaches and child care providers.
- Participates in regional interviews/hiring teams for MHCs as needed
- Collaborates with state, regional and community partners regarding IECMHC service delivery as needed



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Data, Reporting and Evaluation

- Ensures that regional IECMHC data is entered in a timely and accurate manner and supports MHCs on data and assessment/evaluation in partnership with the Data and Evaluation team at CCA of WA.
- Reviews progress, data and evaluation reports, and assists IECMHC Director in required reporting per program guidance and contract.
- Participates in program evaluation planning and activities, in partnership with IECMHC Director, Data & Evaluation team, and independent evaluators and other partners as appropriate.

General/Other

- As this is a developing program, other duties and responsibilities may be assigned to this position over time.

Competencies

- Demonstrates sensitivity to linguistic, cultural, social, economic, individual and positional differences among staff, providers and children/families served
- Possesses foundational knowledge in early childhood development, the importance of early relationships and state standards and quality improvement in early care and education settings
- Understands the impact of risk factors (e.g. trauma, abuse and neglect, adult mental illness, caregiver depression, interpersonal violence, poverty, substance abuse) affecting children's development, behaviors and relationships
- Understands how culture (beliefs, values, attitudes, biases and experiences), equity, and environment shape relationships and behaviors
- Demonstrates knowledge of culturally appropriate anti-bias practice and theory, along with a commitment towards continued professional development in this area
- Demonstrates knowledge of best practice regarding understanding and supporting children exhibiting challenging behavior or social emotional/developmental concerns
- Demonstrates knowledge of screening and assessment and facilitating referrals for children, families and providers
- Demonstrates a collaborative, attuned, responsive, strengths-based approach to problem solving and capacity building with adults



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- Demonstrates flexible, creative thinking and eagerness to engage in personal professional development
- Demonstrates self-awareness and engages in reflective practice related to work
- Demonstrates knowledge of principles of adult learning, equity and research regarding expulsion and exclusionary practices in early childhood settings
- Ability to work independently, exercise sound judgement and assume responsibility for completion of tasks
- Excellent verbal, written and interpersonal skills, including remote/virtual communication and demonstrated experience in working with the public. Possess a collaborative leadership style and respect for diversity.
- Strong group facilitation skills, both in person and virtually.
- Experience with leading and managing a project or team with culturally, linguistically and/or geographically diverse participants.
- Knowledge of IECMHC Competencies as outlined by the Center of Excellence in IECMHC

Required Qualifications

- Master's Degree in Social Work, Counseling, Marriage and Family Therapy, Psychology or related credential
- Licensed or WA License-eligible Mental Health Professional
- Minimum of 5 years experience in the field and 2 years of experience as a supervisor
- Experience/training in Reflective Supervision/Consultation
- Content knowledge in Infant and Early Childhood Mental Health
- Knowledge of/experience in IECMHC service delivery in Early Childhood settings
- Intermediate experience with Word, Excel and Outlook. Experience with other databases and/or data management desirable.
- Ability to travel throughout Washington state, and attend occasional evening and weekend meetings

Preferred Qualifications

- Doctorate in Social Work, Counseling, Marriage and Family Therapy or Psychology, and clinical licensure
- Approved Supervisor of Mental Health Professionals (Counselors, Mental Health Counselors, Marriage and Family Therapists and/or Licensed Social Workers)
- 5 or more years of Supervisory Experience of Mental Health Professionals



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- Advanced training in Infant and Early Childhood Mental Health
- Experience as an Infant Early Childhood Mental Health Consultant in early learning settings

Location

The preferred location for this position is in the CCA of WA Tacoma office. Candidates may be located remotely elsewhere in the State of Washington.

Salary Range, Hours, Benefits

Starting Salary Range: \$74,300 - \$90,600 annually. This is a benefit-eligible, exempt full-time position with the compensation package established and approved by the Board of Trustees.

CCA of WA is an equal opportunity employer. We welcome and encourage qualified candidates from all national, religious, racial and ethnic backgrounds, including persons with disabilities to apply.

Submit cover letter and resume to:

Email: janet@childcareawarewa.org

-or-

Mail to:

Janet Fraatz, IECMHC Director
Child Care Aware of WA
1001 Pacific Ave #400
Tacoma WA 98402

Closing date for applications: July 27, 2021