



Child First Connecticut State Clinical Director

Trumbull, Connecticut

Summary of Position

Child First National Program Office (NPO) is seeking a dynamic, early childhood mental health expert to: (1) oversee Child First's clinical operations throughout Connecticut, (2) provide ongoing, reflective clinical and programmatic consultation to Child First sites within our Connecticut affiliate agencies, (3) ensure quality enhancement and model fidelity, (4) conduct trainings in collaboration with Child First NPO training staff, and (5) serve as a liaison between Child First NPO, affiliate and community partners, CT state agencies, and other stakeholders in Connecticut.

Program Description

Child First is an evidence-based, two-generation, home-based intervention, which works to decrease the incidence of serious emotional disturbance, developmental and learning problems, and abuse and neglect among very vulnerable, young children and their families. Child First uses a team approach that combines (1) Child-Parent Psychotherapy (CPP), a psychotherapeutic, attachment-based, trauma-informed, caregiver-child intervention with (2) care coordination, providing comprehensive 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. We have 15 affiliate sites across Connecticut, serving approximately 1000 families each year, with the goal of covering the entire state within the next year. We are also in North Carolina and Florida, with expansion planned for additional states. The Child First National Program Office in Connecticut oversees and supports the Child First network of agencies that are authorized to implement the Child First model.

Key Job Responsibilities

Reflective Clinical Consultation

- Assist affiliate Child First site Clinical Directors and teams in mastering the Child First model components, including Child-Parent Psychotherapy (CPP).
- During the eight months of a Child First Learning Collaborative for a new affiliate site, provide weekly individual reflective clinical consultation to Clinical Directors and group reflective clinical consultation to Child First staff at affiliate sites. Thereafter, provide ongoing, bi-weekly reflective clinical consultation for Clinical Directors of affiliate sites, to promote their mastery of reflective supervision with their staff, support their work with complex families, and maintain a supportive and cohesive team structure.
- Provide weekly individual consultation to new Clinical Directors the first 6 months of hire and biweekly thereafter.
- Conduct a monthly, Child First Connecticut Clinical Director Meeting focused on both clinical and management issues.

Quality Enhancement and Model Fidelity

- Collaborate with Child First Data and Quality Enhancement Team to help monitor quality of clinical interventions and fidelity of implementation of the Child First model throughout Connecticut.
- Review all CT Child First Benchmarks (implementation process) on a monthly basis and work with CT affiliate site Clinical Directors to enhance outcomes.
- Review all CT Child First assessment outcomes on a quarterly basis and work with Clinical Directors to target areas needing more training or consultation.
- Participate in the Accreditation Team to oversee clinical and training quality across the network to determine if trained Child First affiliate sites meet standards for Child First accreditation.
- Help Child First affiliate sites reach and maintain fidelity to the model through use of the Child First Fidelity Framework and clinical consultation.
- Support Child First Connecticut affiliate sites in model implementation, evaluating both process and outcome data, and targeting areas of needed growth, as a member of the Quality Enhancement Team.
- Work closely with CT affiliate sites to create Performance Enhancement Plans, as needed, and provide consultation and support to them as they implement these plans.
- Conduct Child First Accreditation visits, as appropriate.

Training

- Actively participate in planning and implementation of all Child First training – including Child First Learning Collaborative, Distance Learning, Staff Accelerated Training (STAT), and other necessary training – working in close collaboration with the Training Director and team.
- Participate in all aspects of Child-Parent Psychotherapy training, to obtain rostered status (if not already rostered upon hire).
- Continue to support ongoing CPP training for all CT sites. This includes participation in ongoing consultation calls.

Child First Relationship with Connecticut State Leadership

- Support CT affiliate agency Senior Leaders in conjunction with members of the Program Department, as needed.
- Develop positive working relationships with statewide agencies and departments to foster Child First's ongoing development across Connecticut, including the Department of Children and Families (DCF), Office of Early Childhood (OEC), and others.
- Educate stakeholders as needed (e.g., DCF, OEC staff) regarding the Child First model, including how Child First addresses trauma and the mental health needs of infants, young children, and families.
- Collaborate with the CT Association of Infant Mental Health, providing statewide training and facilitating the endorsement of Child First staff.

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 (Child-Parent Psychotherapy preferred).
- 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 Masters' 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.
- Quality improvement and program evaluation experience.
- 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.
- 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 commute to affiliate Child First sites throughout Connecticut.
- Ability to travel to replication States as needed to provide training.

Salary and Benefits

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

Apply

- To submit an application, email a cover letter and curriculum vitae to: HR@childfirst.org
- Please place "Connecticut State Clinical Director" in the email's subject heading.

Child First, Inc. is an equal opportunity employer.