



Licensed Program Clinician (Somerville)

Agile and innovative non-profit organization seeks experienced licensed Master's level clinician, to join our Massachusetts program team to re-imagine our service delivery model and practices.

ABOUT THE ORGANIZATION

At Parenting Journey (PJ), we are working towards the day when every family has what they need to thrive and succeed. Our work is rooted in the belief that all parents want what is best for their children; but, we also recognize that some parents cannot reach their full potential because of layers of injustice that disproportionately impact communities of color, low-income families, and immigrants. In response to intergenerational trauma caused by racism and poverty, our evidence-based programs cultivate the inherent strengths and capabilities of parents because research shows improved mental health and wellbeing for parents also translates to better outcomes for children and families. We use evidence-based interventions that prove that the entire family thrives when parents adapt to stress, decrease anxiety, and have healthy interactions with others. In 2017, through rigorous research we proved that the PJ model is an effective parenting intervention that significantly reduces stress and promotes family and child well-being.

Since its founding 37 years ago, PJ has refined and adapted its model and program offerings to best partner with families and communities. Today, PJ uses an interdisciplinary approach to create change in individuals, institutions, and state and local policy to uplift families and ensure that we live in a society where everyone thrives. In 2018 we launched a new service delivery model aimed at accelerating change by embedding our services and approach into the infrastructure of allied organizations. We work with over 2,000 staff at nearly 300 organizations across Massachusetts and New York to deliver high-impact programs that touch families throughout the Northeast.

CORE PRINCIPLES

1. *We trust* that all parents want what is best for their children.
2. *We acknowledge* that there are external factors and obstacles, including systemic injustice like racism, that prevent many parents from realizing the futures they, and their families, deserve.
3. *We believe* resilient parents are a catalyst for social change, and that all of us have a role to play in harnessing this power to build strong communities.

THE POSITION

Reporting to the Clinical Director (CD), the Program Clinician (PC) will support Parenting Journey's annual goals, and work with new program approaches for Partner Organizations (PO)s to assess, strategize and implement PJ programs both at the Parenting Journey Somerville office and across a variety of organizational settings. Acting as a consultant of sorts and mentor within the Partner Organizations, this role requires a highly resourceful individual with strong emotional intelligence, self-motivation and effective communication skills to co-develop and execute a comprehensive plan to reach short and long-term goals, and measure program impact. As a member of the Parenting Journey Program Team, the PC identifies key learnings related to evidence-based group work and trainings and collaborating with the team in developing new and/or enhanced strategies for Partner Organizations who are running Parenting Journey programs within their perspective organizations.

GENERAL RESPONSIBILITIES

This full or part-time position reports directly to the CD, and encompasses four primary accountabilities:

1. Execute Parenting Journey facilitator trainings and direct service groups in support of positive outcomes, high-quality program delivery, maximum impact and community building both at Somerville headquarters and at partner agency sites.

- Responsible for following and performing established standards and duties related to facilitator training as outlined in the Training Manual.
- Lead direct service groups as needed per Parenting Journey guidelines.

2. As a mentor/consultant to Partner agencies plan, implement, track and assess PJ programming within diverse settings.

- Responsible for developing a supervision/mentor model for partner staff to support clinical and group work content as it relates to needs of the partner organizations.
- Responsible for execution of the evaluation plan and framework within the partner organizations.
- Responsible for facilitating, co facilitating and/or supporting the execution of group work at partner agency sites.
- Responsible for facilitating and/or co facilitating training(s) at location determined by Parenting Journey as needed.
- In coordination with the MA Program Team, responsible for debriefing post training to further develop all PJ domains/curricula as needed.
- Collaborate, develop and implement in-service training for partner staff as it relates to demonstrated need (ie: professional development, specialty populations, PJ learnings, etc.)
- Responsible for coordinating the group intake process including recommendations to the program team on revisions of the intake forms. Works with partner staff to train staff on the intake process to improve documentation and note taking skills and assuring appropriate assignment of families to PJ programming.
- Take the lead role in training partner staff as necessary to successfully complete the program evaluation plan, outcomes and goals.
- Responsible for actively inputting and maintaining data in Salesforce database to ensure complete and accurate reporting.

3. As a key member of the program team contributes ideas and talents to big picture planning as well as implementing delivery of plan.

- Work independently and employ communication, outreach, and solicitation tools that will increase effectiveness and efficiency of PJ programming.
- Manage, improve, and implement practices to accurately and comprehensively track and document all clinical program information and activity.
- Collaborate with other Parenting Journey colleagues across departments to advance our work with strengthening families through our 3-pronged approach of direct work with families, non-profit partnership development, and advocacy for equitable family policies.
- Participates as a clinical collaborator to the evaluation team to provide support and input regarding behavioral health data collection processes.
- Support and plan program infrastructure and culture to help improve practices as it relates to PJ learnings.
- Meet with PJ program planning team to develop new ideas and approaches within diverse community settings including curriculum improvement and development.

4. Utilizing previous experience and knowledge in third party reimbursement services, leads new initiatives for Parenting Journey program revenue sources.

CORE COMPETENCIES

Critical core competencies for successful performance in this role are:

- Strong clinical skill set and experience working with families and individuals
- Ability to teach clinically oriented programs
- Highly-developed communications skills (written/verbal) and interpersonal savvy
- High integrity, sound judgment, enthusiasm and optimism
- Ability to value diverse perspectives and treat all persons with dignity and respect.
- Unquestionable personal code of ethics, diversity and trust.
- Creative problem solver with strong strategic and tactical sense.
- Must be able to follow directions accurately and carry out or communicate effectively tasks to other co-workers as needed.

THE IDEAL CANDIDATE

The successful Program Clinician (PC) will:

- Have the ability to contribute to envisioning the big picture while also delivering the front line services.
- Embrace the Parenting Journey model; preference given to those who have experienced Parenting Journey training or groups.
- Bring an innovative, creative approach to working with disenfranchised families.
- Thrive in an atmosphere of group decision-making while being able to execute and implement independently.

QUALIFICATIONS

- Licensed clinician with a Masters degree in Social Work, Counseling, Psychology or similar.
- 5+ years working in a community-based program setting, non-profit sector.
- Bilingual (English-Spanish) preferred
- Group facilitation and training experience required
- Robust knowledge and Practical experience managing behavioral health outcomes and impact data.
- Solid understanding of non-profit programs
- Reliable transportation and ability to travel as needed
- Strong computer literacy in Microsoft office suite & Google docs required; additional experience using Salesforce preferred.
- Ability to work flexible hours
- Proven track record of achieving results and working independently

JOB TYPE: Full-time or part-time.

SALARY: \$60,000-\$65,000/year full time. Possibilities to pro-rate if interested in part-time

TO APPLY

Parenting Journey is an equal opportunity employer. Diverse candidates are strongly encouraged to apply. **Please email a cover letter and resume to joinourteam@parentingjourney.org with subject line: Licensed Program Clinician. Position open until filled.** For more information about Parenting Journey, please visit our website at www.parentingjourney.org.