Clinical Implementation Coach

Team: Clinical - Tier 2
Reports To: Clinical Implementation Manager
Location: Ann Arbor, MI/Metro Detroit area

THE ROLE
TRAILS is seeking an experienced, positive, highly motivated, and organized person to join the TRAILS team to provide training and coaching support to program partners. The Clinical Implementation Coach will provide CBT and mindfulness coaching to school staff and provide general support to the TRAILS team. The Clinical Implementation Coach will report to the Clinical Implementation Manager and will work with other clinical team members to efficiently carry out a range of tasks.

THE ORGANIZATION
TRAILS (Transforming Research into Action to Improve the Lives of Students) is a growing team of innovative thinkers committed to youth mental health. We partner with schools throughout Michigan and in a number of other settings nationwide, providing school staff with the training, materials, and implementation support they need to deliver effective mental health programming to their students. Our program was designed and developed by expert child mental health clinicians in collaboration with health and education researchers, educators, and school leaders. Our model was built specifically for the school setting, and is grounded in evidence-based cognitive behavioral and mindfulness practices. As we work to make effective mental health services available to all students, priority is given to schools that are under-resourced or that serve historically excluded populations. Our staff are dedicated to a vision of health and health care equity for all, and as TRAILS expands, we are seeking individuals who practice cultural humility, and who thrive in and contribute to an inclusive working environment.

THE RESPONSIBILITIES
Implementation support (60%)
- Coaching school professionals in CBT and mindfulness by co-facilitating skills groups in school buildings or virtually
- Providing group consultation to school professionals in CBT and mindfulness
- Providing support to school professionals outside of coaching and consultation via emails, phone calls, and meetings to assist school professionals with learning TRAILS materials and implementing CBT
- Provide feedback to school mental health professionals and maintain consistent records of coaching activities as well as school mental health professional progress
- Assisting with data collection and reporting for TRAILS groups
- Traveling to/from schools
- Building positive relationships with school staff and administrators
- Attending meetings with community partners to promote the program, engage participants, assist with school or district-level program planning, etc.
- Attending team meetings and coach support calls to troubleshoot challenges, discuss best practices, refine coaching delivery, and provide support to other TRAILS coaches
- Assisting with development of coach communications as needed, including coach announcements and newsletters
- Identifying barriers to implementation of TRAILS programming in assigned schools and working with TRAILS teams to problem-solve
- Assisting with delivery of TRAILS trainings as needed, including trainings in CBT, the TRAILS coaching protocol, group planning workshops, etc.

**Program development (30%)**
- Assisting with material development and revisions as-needed, particularly during the summer when schools are not in session
- Maintain current understanding of implementation support, particularly coaching, and CBT best practices

**Team responsibilities (10%)**
- Attend all staff meetings and retreats, workgroups and other relevant TRAILS meetings as necessary
- Support TRAILS team with all hands on deck events as needed and other team initiatives

**THE PERSON**

*Our experience suggests that the following types of professional experiences lend themselves to this work:*
- Expertise in Cognitive Behavioral Therapy (CBT) and experience delivering CBT in clinical settings
- Strong teaching, instruction, and coaching skills
- Ability to work both collaboratively as part of a team, and independently in a dynamic environment with multiple competing priorities
- Demonstrated ability to be organized and self-directed, anticipating program and partner needs
Our experience suggests that the following types of skills lend themselves well to this work:

- Familiarity with CBT and MTSS
- Familiarity with virtual teleconference platforms, such as zoom
- Excellent verbal and written communication skills
- Commitment to diversity, equity, and inclusion
- Outstanding interpersonal skills and high degree of professionalism
- Ability to provide feedback to others

EDUCATION

Our experience suggests the following certifications and degree(s) lend themselves well to this work:

- Master’s degree or higher in social work, psychology, or similar area
- A minimum of three years of experience in related fields
- Applicable experience and competencies may be considered in lieu of formal education

COMPENSATION

The salary range for this role is $70,000 - $80,000.

TRAILS offers a generous benefits package including medical, dental, and vision as well as a 403B with a safe harbor match and short and long term disability. We offer a generous holiday and paid time off package.

OUR COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION

Addressing inequities in access to evidence-based mental health care is intrinsic to the TRAILS mission. The intentionality behind this approach is woven into everything we do at TRAILS, resulting in a staff-wide commitment to diversity, equity and inclusion for all facets of our program. If this commitment is something to which you could positively contribute, we encourage you to apply, particularly if your voice represents a historically excluded perspective.

TRAILS, a project of Tides Center, is an “at-will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance.
HOW TO APPLY & APPLICATION NOTES

- Email your resume and cover letter to kwarner@tidescenter.org that answers the following questions. Please keep responses brief:
  - Why are you interested in this position and working with TRAILS?
  - What is a professional accomplishment you are most proud of that directly connects to this role?
- Complete brief anonymous applicant survey
- We are only considering applicants who are legally authorized to work in the United States.
- Our job descriptions reflect TRAILS’ assignment of essential functions and qualifications of the role. Nothing herein restricts management’s right to assign, reassign or eliminate duties and responsibilities to this role at any time.