



The Center for Applied Research Solutions (CARS) is a small California 501(c)(3) nonprofit dedicated to holistic health equity: in our education systems, public health services, and mental and behavioral health access. In all our work, our mission is to foster safe, healthy, and engaged people and communities.

We work to develop and promote organizational, leadership, and workforce capacity to effectively adopt, implement, and sustain changes in policy and practice so that the various fields in which we work improve systemically and structurally. Our team is committed to improving individual and community health and wellness through evidence-based and culturally responsive practices that address complex social problems and reduce health disparities. We promote authentic community engagement, elevation of cultural expertise, and the use of community-defined effective practices. Our clients range from federal government agencies, statewide agencies, local education agencies and districts, and many more.

Our projects are fast-paced and team-run. Our organization is relationship-based and competency-driven with team members striving to produce timely, relevant, and high-quality learning experiences and services.

**Position Title:** School Mental Health Training Specialist

**Reports To:** Project Director(s), Executive Director

**FTE/Classification:** 1.0 FTE, Exempt

**Location:** This position is open to remote candidates with preference to candidates based in California.

**General Description:** The School Mental Health Training Specialist is a dynamic position that will be an organizational leader for CARS' school mental health body of work. In collaboration with other colleagues, the SMH Specialist develops and delivers training, consultation, coaching services as well as products and tools to increase the capacity of the school mental health workforce. This is a cross-project position working primarily on two projects housed at CARS: a federally funded regional initiative and a national school mental health initiative. The regional project serves the school mental health workforces of Arizona, California, Hawaii, Nevada, and the Pacific territories by providing technical assistance on evidence – based and community-defined practices in schools, school mental health quality indicators, and systems change. The national initiative is a project funded by SAMHSA and coordinated through the National Child Traumatic Stress Network and focuses on school recovery and renewal following crisis.

The SMH Training Specialist will be responsible for building and maintaining ongoing relationships with the field and partner organizations. Well-qualified candidates must have experience in clinical school mental health services and have worked in schools, districts, and school systems.

#### **ESSENTIAL FUNCTIONS**

- Lead innovative approaches to building the capacity of the school mental health workforce through training and technical assistance (individualized coaching and consulting; group training; product development).
- Develop and deliver virtual training events, including webinars, peer-to-peer learning, and communities of practice to diverse school mental health workforce audiences (educators, school social workers, counselors, administration, faculty, etc)
- Create and contribute to content development; provide detailed input to team members and partners in developing evidence-based school mental health resources, publications, distance learning sessions, and training materials.

- Represent CARS, the projects, and other relative initiatives with partners, with the field, and at professional meetings.
- Contribute to project vision and leadership in collaboration with Project Director(s) to ensure strategies are aligned with initiative, field, and funder priorities.
- Ensure that training and consultation services are aligned with scopes of work, implementation plans, and quality improvement efforts.
- Identify the field's emerging needs and responsively create content and resource development
- Deliver training, facilitation, consultation, and coaching services on a regular basis.

#### **REQUIRED COMPETENCIES (Knowledge, Skills, Abilities)**

- Capacity to skillfully train, communicate with, and build rapport individually and in groups with a wide range of stakeholders
- High level of organization, attention to detail, and ability to manage multiple projects concurrently and prioritize work accordingly
- Flexibility: ability to adapt to dynamic environments; comfort with ambiguity and complexity
- Strong ability to take personal initiative, work both independently and as a team member, collaborate and coordinate with others
- Strong understanding of the school mental health landscape and evidence-based clinical mental health approaches and practices in schools with school-based mental health partners
- Experience working with local, county, state, tribal, territorial and/or federal agencies regarding school mental health initiative planning, implementation, evaluation, sustainability, and/or policy.
- Excellent verbal, written, and interpersonal communication skills, including advanced presentation, facilitation, and writing skills.
- Demonstrated ability to work effectively with diverse and multi-cultural stakeholders and communities.
- Demonstrated experience overseeing project teams, scopes of work, and budgeting.
- Strong history of education/training in the areas of adult learning and/or the facilitation of educational programs for adults a plus, and such training may be considered in lieu of other educational requirements.
- Must be able to form strong connections and relationships, especially through virtual learning platforms
- Experience with crises both in theory and in practice and be well versed in leadership approaches to school community transformation.

#### **MINIMUM QUALIFICATIONS**

- Demonstrated expertise in leading trauma-informed, healing-centered, and anti-racist programming in school communities and systems.
- Bachelor of Arts/Bachelor of Science degree or equivalent amount of years in experience required; Advanced degree or postgraduate training a plus
- Experience with or in the school mental health field with a focus on clinical services and building the capacity of the school mental health workforce
- School based mental health experience required, School Psychologist/LEP preferred
- Experience with students K-12<sup>th</sup> grade required
- Embodies humor, patience, commitment to continuous learning, creativity and innovation
- Values listening to and honoring the wisdom of people on-the-ground and developing programming grounded in their lived experience
- Ability to travel (after state shelter-in-place orders are lifted)

## PLUSES

- Technical writing proficiency
- Curriculum and train the trainer content development and delivery expertise
- Relational capital within the school and mental health fields
- Learning management and online course facilitation and teaching experience

CARS offers a small business environment and an excellent benefit package. CARS provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. We strongly encourage and seek applications from people of color, including bilingual and bi-cultural individuals, as well as members of the lesbian, gay, bisexual and transgender communities.

Salary range: \$90-110,000.00

**To Apply:** Submit a current resume and cover letter explaining your interest in the position. All materials should be sent electronically to [carsinfo@cars-rp.org](mailto:carsinfo@cars-rp.org). No phone calls please. Please submit application materials by **July 24<sup>th</sup>**. Initial phone interviews will be scheduled late July with the desire to hire by mid to late August.

Thank you in advance for your interest; we hope this finds you accessing wellness.