# **Job Title: Child Clinician (Hybrid Role with $ 500 Sign on Bonus)**

**Program/Department:** BRIGHT, Early Childhood Trauma Services

**Position Type:** Full-Time 40 hours/ week – Hybrid Position (remote and on-site)

**Location:** Boston

**Reports to:** Director of Early Childhood Trauma Services

The Institute for Health and Recovery (IHR) is a statewide service, research, policy, program development and capacity building agency. IHR designs its services based on an understanding of the impact of trauma. IHR’s CARF accredited treatment programs provide holistic interventions for hard to reach and high-risk individuals and families. IHR’s mission, since our founding in 1989, has been to develop and support a comprehensive continuum of care for families, individuals, youth, and pregnant and parenting people affected by alcohol, tobacco, and other drug use, violence/trauma, mental health challenges and other health issues, while advancing principles of health equity and social justice. Our work is focused on addressing and eradicating inequities in our health care, economic, and justice systems, especially as they disproportionately affect women and people of color. We are committed to providing services and creating communities that mitigate the effects of substance use, mental illness, and trauma.

## Summary Statement: The Child Clinician in collaboration with Boston University School of Social Work (BUSSW) and the Supporting our Families through Addiction and Recovery (SOFAR) clinic at Boston Medical Center (BMC), will provide support and address the needs of young children birth to 6 years old who are facing early relationship challenges related to trauma exposure as a result of parental substance use. The treatment will focus on issues of maternal self-efficacy, mood and affect regulation and will support positive dyadic interactions and promote health infant and healthy child development.

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## Essential Functions:

* Provide direct evidence-based and/or evidence-informed trauma treatment and services, including screening, diagnostic assessment, community-based engagement/outreach strategies, and care management to children 0-6 years old and their parents who may be from diverse racial and ethnic communities.
* Promote parental capacities for understanding and addressing the impact of trauma in their own and their children’s lives.
* Enhance the quality of the parent-child relationship through supporting positive, pleasurable Interactions and capacities for play.
* Build collaborative relationships with community providers including child-serving systems (e.g., child welfare, law enforcement and courts, juvenile justice system, schools, faith-based entities, primary care, etc.) to promote relationship-based practice and promote best practices for addressing trauma in young children impacted by parental substance use at the local and/or regional levels.
* Participate in all program trainings including Motivational Interviewing (MI), Attachment Self-Regulation and Competence (ARC), Child Parent Psychotherapy (CPP), Attachment Vitamins (AV) and the Nurturing Program (NP).
* Build rapport with clients to supportively challenge negative beliefs and promote positive change, using Motivational Interviewing Techniques
* Attend weekly supervision with Program Director and meet regularly with other Child Clinician, Peer Recovery Mentor and SOFAR staff
* Maintain accurate record keeping in accordance with the program guidelines, including data entry into the electronic health records of agency.
* Participate in collecting evaluation data for further assessment and/or services as needed.
* Communicate with IHR’s main office in Watertown with cloud-based shared calendars, timesheets and check in with supervisors.
* Attend team and agency staff meetings.

## Competencies:

* Clear Communication.
* Highly organized.
* Strong Teamwork.
* Self-Motivation, Independence.
* Problem Solving Skills.
* Development and Continual Learning.
* Adaptability and Flexibility.
* Value efforts of Diversity, Equity, and Inclusion.
* Regular attendance and punctuality are required.

## Qualifications/Requirements:

* Master’s degree in social work, counselling, psychology, or related field, required.
* Professional clinical license strongly preferred (LICSW, LMHC).
* A minimum of 5 years of experience working with young children and/or parent-child dyads.
* Experience with Child-Parent Psychotherapy, Motivational Interviewing, Attachment Self-Regulation and Competence (ARC), and/or the Nurturing Program (NP)or willingness to be trained.
* Strong understanding of child development and attachment, in children birth to 6 years.
* Previous experience working in multi-cultural environments and/or in a medical setting.
* Individuals with first-hand experience in substance use disorders are encouraged to apply.
* Demonstrated oral and written communication skills.

## Other Requirements: (If Applicable)

* Valid driver’s license, good driving record, and regular access to a reliable vehicle; Travel between sites (reimbursed).
* Business Class Rider on Motor Vehicle Insurance if transporting clients.

(Reimbursable; required within one month of start of job).

**Benefits:**

IHR has a strong commitment to equity and diversity and offers a rewarding work environment with competitive salary and generous benefits, including:

* 15 vacation days/ 5 personal days/ 13 federal holidays/ 15 sick days during the first two years (pro-rated for part time employees), with increases in vacation days in subsequent years.
* 403 B retirement benefits with employer contribution after two years.
* 80 - 85%% employer-paid health insurance.
* 90% employer-paid dental insurance.
* 100% employer sponsored basic life insurance.
* Professional Development.
* Employee Assistant Program (EAP).
* Referral Recruitment Bonus.

#### Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit: stand; walk; use hands to finger, handle or feel; and reach with hands and arms. This position requires the ability to occasionally lift products and supplies weighing up to 10 pounds. Reasonable accommodation will be made for otherwise qualified individuals with a disability. Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time. This job description is subject to change at any time.

**Equal Opportunity Employer:**

IHR is proud to be an equal opportunity employer, seeking to create an inclusive and diverse environment. All qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

**Employee signature below constitutes employee’s understanding of the requirement and duties of the position.**

**Employee Signature: Date:**