



Job Title	Infant and Early Childhood Mental Health Clinician (IECMH)	FLSA Status DOL Status	Exempt Full-time
Program/Department	Early Childhood Services	Supervisor Responsibilities	No
Reports To	IECMH Coordinator or IECMH Manager	CEO Approval Date	12/17/2021
Work Schedule	Office Hours follow business hours and may vary with supervisor approval; may include occasional evening and weekends.		
Must pass required background check, TB and Physical			

POSITION OVERVIEW

The Infant and Early Childhood Mental Health (IECMH) Clinician supports early relational health through the provision of IECMH consultation per Center of Excellence recommendations, in alignment with IECMH guidelines and Conscious Discipline principles to equip EHS/HS staff in facilitating the participation and inclusion of all children. The IECMH Clinician collaborates closely with the Child Development Specialist (CDS) to bridge guidance for continuous improvement of interactions to support relational health and well-being for teachers and children. The IECMH Clinician collaborates within a multidisciplinary team to support early childhood best practices in sustaining developmentally sensitive, relationship-focused, hope centered and trauma-informed service delivery. The IECMH Clinician guides and monitors the consistent use of data in support of improving services and outcomes for children and families. The IECMH Clinician carries a small treatment caseload.

All employees and volunteers are expected to be sensitive to our clients' cultural and socio-economic characteristics, reflect Sunbeam Family Services core values and to perform at Sunbeam's standards of excellence at all times.

ESSENTIAL FUNCTIONS

- Promote, encourage and display examples of leadership in accordance with the agency's mission driven.
- Demonstrate capacity for providing developmentally sensitive, evidence based, hope centered and trauma informed services and leadership.
- Provide regular IECMH consultation to support staff in delivering evidence-based curriculum, resulting in the creation of healthy social emotional environments.
- Work collaboratively with staff to develop and support implementation and follow through of social emotional success plans for specific children exhibiting higher needs.
- Support staff in translating training concepts and modifications into practice within the classroom and home environments in alignment with IECMH principles to build competency.
- Conduct mental health screening to guide and support the evidence-based model of IECMH consultation and monitor progress over time.
- Provide training for staff and families in alignment with IECMH principles to support the mental health continuum of care to include promotion, prevention and treatment.
- Monitor the accurate and timely completion and entry of 45 day screening requirements to meet HSPPS requirements, including re-screening and referral.

- Facilitate and actively participate in multidisciplinary meetings and training.
- Actively collaborate with Child Development Specialist to support consistent integration of Conscious Discipline in daily interactions and classroom routines, guiding staff toward individualized approaches and modifications, ensuring success for all children.
- Engage in intentional and collaborative problem-solving with Education Services-Family Engagement-Mental Health multidisciplinary team.
- Assist in the development and implementation of social emotional success plans for children with higher/special needs to enable increased success in classroom and home environments.
- Respect the confidential nature of Personally Identifying information (PII) that may need to be shared.
- Perform all record keeping and reporting functions as required by program and/or agency policy, including ongoing documentation and client electronic health records.
- Ensure that all reports and records are maintained accurately and promptly complying with HIPPA and FERPA protected information mandates.
- Conduct assessments and provide treatment based on best practice in the IECMH field and in accordance with selected evidence-based approaches.
- Promote culturally sensitive practice.
- Travel locally as required in the performance of responsibilities.
- Perform other appropriate and related responsibilities as assigned by supervisor, Center of Excellence Director, Senior Program Director, Chief Program Officer or Chief Executive Officer.

JOB QUALIFICATIONS

	Minimally Required	Preferred
Education	<p>Master’s degree in psychology, social work, counseling, or closely related field.</p> <p>Actively under supervision (pursuing licensure in Oklahoma) as an LPC, LMFT, or Psychologist.</p>	<p>Licensure in State of Oklahoma as an LPC, LMFT, LCSW or Psychologist</p> <p>Endorsed as an Infant Mental Health Specialist or Infant Mental Health Mentor (Clinical)</p>
Experience		<p>Minimum of two (2) years post-graduate experience working with children and families</p> <p>Experience in early childhood settings highly desired</p> <p>Experience with Child Plus</p>
Skills Knowledge Abilities	<p>Caring and compassionate attitude when interacting with and caring for children and families.</p> <p>Exercise sound judgment and the ability to handle stress appropriately</p> <p>Willingness to work with high-risk, low-income communities.</p> <p>Accepting interpersonal approach that reflects cultural sensitivity to the unique and diverse</p>	<p>Advanced computer database and Microsoft software application knowledge</p> <p>Bilingual Spanish/English speaking ability to interact with children and families from multilingual homes.</p>

	<p>experiences of families served</p> <p>Reflective in planning and decision-making and able to support adult caregivers and staff in building reflective capacity</p> <p>Able to work as a cooperative and supportive interdisciplinary team member</p> <p>Able to effectively and respectfully communicate and support diverse families, professionals and community groups</p> <p>Excellent command of English language and grammar, both verbal and written.</p> <p>Intermediate knowledge of computer operations and applications, including Microsoft, and the ability to master other computer technology/software programs as needed.</p> <p>Good organizational and time management skills</p> <p>Must work independently and collaboratively in a team environment</p> <p>Local travel required plus work some evenings and weekends, as required by the job</p> <p>Must have valid Oklahoma driver's license and insurance as required by the position</p>	
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WORKING CONDITIONS

Physical Demands:

While performing the duties of this job, the employee is required to frequently communicate with staff and others, and must be able to exchange accurate information when doing so. The employee must be able to remain in a stationary position 50% of the time and occasionally move about inside the office to access file cabinets, office equipment, attend meetings, etc. The employee must also be able to interact closely and safely with small children in various positions. Must be able to communicate verbally with children, able to perform tasks such as feeding children, changing diapers, lifting children from floor or other surfaces. Must be able to endure remaining in stationary position for extended periods (up to 50% of workday). Occasionally must be able to move or lift up to 50 pounds at a time. Must be able to detect, discern, distinguish, observe, inspect and compare.

Work Environment:

The employee will work in an office and school environment, may work in close quarters with other staff. The noise level in the work environment varies from moderate to loud; frequent chaotic situations will occur, characteristic to working with children ages 0 – 5 years. Employee must expect exposure to strong odors such as soiled diapers and clothes, and poor hygiene. May come into contact with childhood diseases and blood on occasion.

Vaccination:

This position is subject to Sunbeam's Mandatory COVID-19 Vaccination Policy. All Sunbeam employees are required to be fully vaccinated against COVID-19, or have an approved exemption. Exemptions to the

vaccine requirement will be considered for individuals with medical condition(s) that prevent them from being vaccinated and for individuals with sincerely held religious beliefs that prohibit them from being vaccinated, consistent with applicable federal and state law. Proof of Vaccination, as defined by Sunbeam policy, or an approved exemption is required for any employment effective on or after December 31, 2021.

Other:

The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. The qualifications, physical demands, and work environment described herein are representative of those an employee will encounter and must meet to successfully perform the essential functions of this job. These statements are intended to describe the general nature and level of work performed by employees assigned to this position. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel or candidate and may be subject to change at any time. Reasonable accommodations may be made to enable individuals to perform the essential functions.

Sunbeam Family Services is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We are committed to fair and equal in all its employment practices for persons without regard to race, ethnicity, color, creed, age, gender, sexual orientation, gender identity or expression, pregnancy, religion, disability or degree thereof, national origin, domestic/marital status, political affiliation or opinion, veteran status, HIV status, AIDS status, genetic information, and any characteristic protected by federal, state, or local laws.

SIGNATURE

By signing this job description, the employee/candidate affirms that they possess the knowledge, skills, and abilities necessary to perform the essential functions of the job as stated above, with or without reasonable accommodation. It is also understood that employment with Sunbeam is considered “at will,” meaning that either Sunbeam or an employee may terminate the employment relationship at any time with or without cause or notice. This job description does not and is not intended in any way to create a contractual employment relationship. Sunbeam may also change this job description and the expected duties from time to time at its sole discretion.

Employee/Candidate PRINTED Name		
Employee / Candidate Signature		Date: