

# Mental Health Center of Denver

## Licensed Infant Mental Health Clinician (LCSW/LPC/LMFT/Psychologist)

**EMPLOYMENT VALUE PROPOSITION:** Mental Health Center of Denver provides you with the support you need to help you develop a career in helping others succeed. We innovate, adapt, and leverage the diverse perspectives of the people on our team and the people we serve in everything we do.

**COMMITMENT TO DIVERSITY & INCLUSIVENESS:** The Mental Health Center of Denver values and is strengthened by diversity. We are committed to ending bias and discrimination in our community and ensuring equity within all aspects of our organization. We are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment, transfer, or promotion opportunities without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

**COMMITMENT TO PAY EQUITY:** Mental Health Center of Denver is committed to fair and equitable hiring with salaries based on relevant factors, such as work experience, education, and certification/licensure (rather than wage history). Toward the principle of equal pay for equal work, we post and hire within defined hiring salary ranges. We ask all applicants to carefully review the hiring salary range for each posted job opportunity, as we will not hire outside the predetermined range.

**BENEFITS STATEMENT:** Employees working full-time - at least 30+ hours per week - are eligible for benefits, such as health insurance coverage effective the first day of the month following date of hire, paid time off, retirement plan with matching, serious illness leave, and disability insurance. For a full description of benefits, please visit: <https://mhcd.org/workplace-of-choice/>.

### STARTING SALARY:

- LCSW/LPC/LMFT - \$26.35/hr - \$31.59/hr
- Licensed Psychologist - \$35.68/hr - \$42.84/hr
- Spanish Bilingual/ \$2.50 hr. differential.

**POSITION SUMMARY:** This position is a member of the Right Start for Infant Mental Health team, Mental Health Center of Denver's team serving families with children birth to five years and pregnant individuals. Our team of clinicians work exclusively with infants, toddlers, preschoolers and their families to offer comprehensive, trauma-informed, culturally proficient, relationship-based interventions including: Child-Parent Psychotherapy, Parent Child Interaction Therapy, Circle of Security-Parenting, Trauma-Focused CBT and other clinical interventions as necessary. We also provide treatment to pregnant individuals and new caregivers experiencing perinatal mood and anxiety disorders that threaten to affect infant development. While the team provides both outpatient and home/community-based services, this position is *office based only*. Given the COVID-19 pandemic, services are being provided via telehealth with some in person contacts based on a variety of factors. As the pandemic stabilizes and following public health guidelines, services will be provided to families at the Dahlia Campus for Health and Well-Being.



The young children and families we serve present with a broad range of infant mental health concerns, but frequently have experienced trauma, abuse/neglect, removal from or loss of a primary caregiver, and as a result are exhibiting post-traumatic stress symptoms, behavioral challenges, depression, anxiety and/or distressed/disordered parent-child relationships. The primacy of parent-infant relationship is central to our work and thus the services offered are dyadic in nature. This position is also responsible for maintaining compliance to documentation standards for all work performed. Bilingual Spanish preferred.

**ESSENTIAL JOB FUNCTIONS:**

- Provide diagnostic mental health assessments of children ages 5 and under including assessing social-emotional functioning and parent-child relationship functioning.
- Provide infant-parent, child-parent and family therapy services to children ages 0 to 5 and their caregivers. Typical treatment modalities include Child Parent Psychotherapy, Parent Child Interaction Therapy, Circle of Security-Parenting, and Trauma Focused-Cognitive Behavioral Therapy. This includes providing clinical services to pregnant and/or post partum women experiencing perinatal mood/ anxiety concerns that can impact the mental health of their infant.
- Support caregivers regarding typical emotional development and provide developmental guidance regarding challenging behaviors.
- Provide psycho-education and support groups for families/caregivers.
- Coordinate services with community partners and providers to support positive behavioral health, and social/emotional development in very young children.
- Provide case management services, including referral assistance, advocacy and support to families in accessing community resources.
- Maintain accurate and timely clinical documentation consistent with agency standards.
- Complete outcome measure assessments and other documentation to maintain compliance with Right Start for Colorado grant expectations.
- Participate in team meetings, in-services and supervisory sessions as required.
- Perform other duties and special projects as assigned.

**EDUCATION:** Master's Degree (or higher) in Psychology, Social Work, or other human service field. Licensed (LCSW, LPC, LMFT, Psychologist) within 6 months of hire.

**EXPERIENCE:** At least three years' experience working with children ages 5 and younger and their caregivers in a mental health setting.

**SKILLS AND COMPETENCIES:**

- Knowledge infant mental health theory & child development within the first five years of life (including attachment theory and early relationship development).
- Knowledge of issues related to infant/early childhood emotional health (e.g., prematurity, failure to thrive, trauma, adolescent parenthood, maternal depression, domestic violence and its impact on families, grief and loss, substance use).
- Knowledge of methods of dyadic psychotherapy in the first five years and disorders of infancy and toddlerhood (i.e., DC:0-5).
- Ability to use a variety of therapeutic techniques with young children and their caregivers. (CPP and PCIT experience strongly preferred).

- Knowledge and understanding of trauma-informed care principles/practices. Ability to assess crisis/emergency situations and intervene appropriately.
- Ability to keep accurate detailed records and to comply with accountability requirements.
- Effective written and verbal communication skills.
- Ability to work effectively on teams, both interagency and in the community. Strong interpersonal and conflict resolution skills.
- Bilingual Spanish is strongly preferred.

**SUPERVISORY RESPONSIBILITIES:** None

**TYPICAL PHYSICAL DEMANDS:** Requires sitting, standing, bending and reaching. May require lifting up to 50 pounds. Requires manual dexterity sufficient to operate standard office machines such as computers, fax machines, the telephone and other office and/or clinical equipment.

**TYPICAL MENTAL DEMANDS:** Ability to give, receive and analyze information, formulate work plans, prepare written materials and articulate goals and action plans. Must understand people from all walks of life and be able to communicate effectively with them.

**WORKING CONDITIONS:** Requires one evening per week until 7pm, may require other occasional evening hours.

