

# Executive Director Announcement

## The Opportunity

The [Washington Association for Infant Mental Health](#) (WA-AIMH) offers a unique opportunity for the right leader to help raise the Association's profile, grow its capacity, and broaden its mission impact. We seek an authentic, equitable, inclusive, and accomplished nonprofit leader who can navigate organizational change while driving business strategy to scale sustainability.

The ideal candidate brings a deep and broad understanding of the infant and early childhood mental health (IECMH) workforce, systems of care, and policies in Washington State. They are ready to co-create and advance WA-AIMH's leadership role in the statewide integration and organization of programs and policies for IECMH workforce preparation. Grounded in IECMH knowledge and expertise, they believe in adult learning and a growth mindset.

Led by an equity North Star, they recognize and seek to dismantle the effects of historic and systemic racism that have impacted this workforce as well as the babies, young children and families who have been historically and are currently underserved.

Relationships are at the heart and core of our work. Our next leader is compassionate, personable and skilled relationship builder who can genuinely connect with people of diverse backgrounds, perspectives, and experiences. Their desire and ability to engage, develop and retain team members is evident. This individual brings humility to their own personal growth in a complex, multi-cultural world.



WASHINGTON ASSOCIATION FOR  
Infant Mental Health

*WA-AIMH recognizes and honors the value of lived experiences as well as how important it is for our board, staff, programs and services to reflect the diversity of our community. We intentionally and actively encourage candidates from a variety of backgrounds, including Black, Indigenous, and People of Color (BIPOC) and members of the LGBTQ+IA Two Spirit community, people who are differently abled, immigrants, and veterans.*

*We also have a wide lens on the educational and work backgrounds of candidates and encourage the interest of those with experience in clinical or allied fields like home visiting, early learning, program administrators, and/or local and state government.*

### Our Vision

Our vision is for Washington State babies and young children, their families, and service providers, especially those from marginalized communities, to thrive and reach their full potential.

### Our Mission

We educate, support, and advocate for service providers in Washington State to improve the wellbeing of babies and young children, as we work toward advancing racial equity and belonging for marginalized communities.

### Our Values

*Relationships:* We support, strengthen, and grow healthy relationships with service providers, partners, and families.

*Humanity:* In all we do, we center the needs and voices of communities that are and have been silenced.

*Accountability:* We maintain transparent alignment with our mission and vision by listening and responding to our communities.

*Integrity:* We commit to maintaining compassion, dignity, and authenticity in everything we do.

*Racial and social justice:* We commit to aligning our beliefs and practices to lead by example and transform systems that honor and dignify the humanity of marginalized communities.

*Humility:* We commit to practicing self-awareness, seeking feedback from communities across Washington State and embracing a growth mindset.

## Who We Are

WA-AIMH is the only statewide professional development association for the interdisciplinary spectrum of providers who serve babies and young children through age five, and their families in Washington State. Our role is to educate, support, and advocate for service providers to improve the wellbeing of babies and young children, as we work toward advancing racial equity and belonging for marginalized communities.

We maintain strong connections with a wide range of systems of care, working regularly with the Department of Children, Youth, and Families and its early intervention programs; Child Care Aware of Washington; and the Health Care Authority, among others. We have a history of partnership with King County's Best Starts for Kids, and we have worked closely with many child- and family-serving agencies throughout the State.

We co-chair the legislatively created Washington State Children and Youth Behavioral Health Work group, to ensure that the unique needs of infants, toddlers, and young children are represented in statewide policies. Additionally, we participate in numerous regional networks, coalitions, and policy groups.



## Our Recent Accomplishments

This spring, WA-AIMH partnered with the [Health Care Authority](#) (HCA) to serve as the [DC: 0-5 Training and Resource Hub](#) and coordinate the equitable and accessible delivery of this mandated training for Apple Health mental health clinicians. We will also offer additional workforce supports to help providers implement this assessment with children birth to age five. The goal is to train more than 1,000 clinicians and allied professionals.

Collaborating closely with our community partners and funders, WA-AIMH has experienced increased demand across all aspects of our programming. In 2021, by any metric we use, our provision of professional development services and programs to the IECMH workforce grew significantly.

*Since 2018, IECMH providers have received nearly 8,000 hours of continuing education with nearly 6,000 of those hours received in 2020 and 2021.*

*In 2021 we provided training to over 1,000 professionals in a variety of roles and systems of care who are estimated to serve 15,000 children annually.*

### 2021 – A Year of Growth

- Nearly one-third of the 400 endorsements we have issued since 2015 occurred in 2021.
- We offered the same number of trainings in 2021 than we offered in 2019 and 2020 combined.
- We have seen a 63% increase in providers attending our trainings over 2020.
- We awarded \$69,000 in scholarship to nearly 200 providers who otherwise may not have been able to access our services, a 75% increase over prior years.
- We trained more than 100 supervisors to provide RSC and 150 direct service providers in the foundational concepts of reflective practice, a 50% increase over the prior year.

## Our Strategic Direction 2022 – 2025

Recently the Board of Directors and staff worked with [Racing to Equity](#) to revise our vision, mission and values and set a strategic direction centered on advancing racial equity and social justice. We are excited to partner with a visionary, inspirational leader who will help us develop and implement mission-driven, anti-racist professional development programs and services to support IECMH providers in Washington State. To

do this, we will need to build and strengthen organizational capacity, as well as leverage our statewide impact by:

- tailoring and designing professional development offerings and other services to meet the diverse needs of all providers.
- reflecting the diverse point of view of providers in our organizational strategy.
- forging, strengthening, and enhancing trusting relationships and creative partnerships with key community partners in Washington State, including racially and ethnically diverse communities, government contractors, donors, and policymakers.
- securing sustainable funding from diversified sources.
- continuing board and staff education in diversity, equity, and inclusion, while also making changes in policies, systems, and practices to improve organizational culture and operationalize equity.
- growing and diversifying staff and board.
- telling our story effectively and in ways that inspire and engage our communities to better serve babies, young children, and their families.



## Who We're Looking For

Our new Executive Director will ramp up WA-AIMH to its next level of organizational development and help us implement our strategic direction. Reporting to the Board of Directors, they are responsible for the overall management of the Association, supervising staff, partnering with the Board, leveraging community relationships and partnerships, advancing racial equity and overseeing the financial health of the organization.

### You are...

- A **passionate mission ambassador**, with compassion for and understanding of the life experiences of service providers and the babies, young children and families they serve - many of whom have been deeply impacted by systemic racism, poverty, trauma, and a lack of access to essential resources.
- **Strategic and entrepreneurial**, with the willingness and ability to create and to seize opportunities and solve problems as they arise.
- A systems-thinker, who looks across an organization, **sees and hears what's needed**, and implements change with clarity.
- A **just and equitable leader** committed to productively addressing dynamics of power, privilege, and marginalization within organizational and community contexts to advance racial equity and social justice.
- A natural **relationship builder, storyteller and networker** who can build authentic, impactful alliances across the communities we serve and ensure WA-AIMH's leadership voice at the state and national level reflects these communities.
- **Willing to 'wear many hats'** with a small team and tight budgets as you grow capacity.
- Someone with a **lively sense of humor** and a strong backbone.
- A strong mentor who **grows the strengths of others**, can **align teams** and get them thinking and working together.
- An **inclusive decision-maker** who genuinely considers the opinions and wisdom of others.
- **Approachable and genuine** with a warm, easy manner that puts people at ease.
- Wise and experienced enough to **listen first and deeply** and take action with confidence.
- A direct and open leader who **speaks from the heart and listens without judgment**.
- A **savvy nonprofit administrator** with a **pragmatic, caring and highly inclusive** work-style.

## You bring...

- Demonstrated knowledge of associated infant and early childhood mental health fields and the systems of care in Washington State, along with a broad and deep understanding of the professional development, service and advocacy needs for the state's IECMH workforce, especially historically underserved providers.
- The ability to influence leaders in the private, public, and non-profit sectors along with existing systems and community connections to people, government agencies, nonprofit organizations and other partners.
- Proven success scaling and transforming an organization while maintaining its ability to meet current obligations.
- A strong commitment and skills to advance racial equity across all levels of the organization, and demonstrated leadership in building organizational cultures of inclusivity, equity, accountability and trust.
- The ability to demonstrate humility and empathy with a proven track record upholding diverse viewpoints and creating space to have difficult conversations to promote real change.
- Enthusiasm for meeting and engaging with people, along with an ability to inspire and motivate a diverse community of practitioners and community partners especially Black, Indigenous and other People of Color.
- A minimum of five years nonprofit management experience at the executive/senior leadership level, including successfully partnering and working with a board of directors.
- Enthusiasm to lead and expand fundraising efforts with a demonstrable competency in non-profit fundraising.
- Bi-lingual or multi-lingual proficiency in a language that represents the communities we serve: Spanish, Somali, Mandarin-Chinese, Vietnamese, Russian, Arabic.
- Excellent written, verbal and presentation communication skills, including the ability to clearly articulate the organizational "big picture" and strategy.
- Experience overseeing budgets, with the capacity to allocate resources strategically and manage spending against budget.
- A bachelor's degree in a related field, advanced degree preferred.

## To Apply

Please email your cover letter and resume to the Executive Search Committee, [ExecSearch@wa-aimh.org](mailto:ExecSearch@wa-aimh.org). We accept emailed applications only, no paper submissions. Incomplete applications will not be considered. In your cover letter, please share why you are interested in this job, and what you will uniquely bring as the next leader of our Association.

*The position is open until filled. Applications will be reviewed upon receipt, and full consideration given to applications received by August 12, 2022. Interviewing begins in mid-August – early September 2022.*

**Compensation:** This is a virtually based, full-time salaried position that offers a flexible work schedule. It requires a willingness to work some evenings and weekends and includes occasional travel within and outside the state. Candidates must *reside in Washington State or be willing to relocate* within 30 days of acceptance of the position.

**Annual salary** 100,000 – \$120,000 DOE. Paid sick and vacation leave, paid week-long break at the end of the calendar year, and 10 holidays. Employer-paid medical benefit for employee, dental and vision plan for employee and dependents.