

The House of the Good Shepherd
Job Description

Job Title: Director of Evidence Based Practices - Exempt
Reports to: Chief Strategy Officer (CSO)
Department: Administration
Position ID: 1001DEBP

Basic Function/Overall Responsibilities: The Director of Evidence Based Practices (EBP) is primarily responsible for the selection, development, implementation, measurement, modification and execution of Evidence-Based Practice (EBP) efforts across the agency. The Director of EBP functions as a member of the Administrative Team and is a major contributor to the identification and implementation of new programs, interventions and best practices. The Director will be responsible for education, dissemination, and implementation of evidence-based knowledge. S/he will provide teaching, mentoring, training and support to agency staff to operationalize evidence based practices and stand-alone programs.

Principal Assigned Responsibilities:

1. Directly oversee the conceptualization, development, operation and marketing of stand-alone EBP programs for the organization.
2. Guide the development, measurement, monitoring, and revisions of the organization's use and implementation of EBPs in collaboration with members of the Executive Team, Administrative Team, and the HGS Staff.
3. Respond to government and foundation requests for proposals and applications in partnership with Executive and Administrative staff; coordinate planning and activities necessary for development of model program designs in response to these requests.
4. Serve as a liaison to the consultants and certifying agents of the EBP's the organization chooses to implement.
5. Evaluate market forecasts and long-term trends, collect competitive intelligence, and facilitate business and programmatic model innovation.
6. Assess and address programmatic and performance challenges related to the implementation of EPBs and guide staff to develop and execute plans to improve results.
7. Participate in internal and external committees or planning groups as determined by agency administration.
8. Assists with the development, implementation, and/or coordination of EBP training across the agency.
9. Provides consultative services on developing abstracts and publications and participates in scholarly work to promote organization's reputation and expand EBP integration throughout organization.
10. Develop a model for EPB implementation including the provision of technical assistance.
11. Identify challenges in reimbursement for EBP and recommend corrections to maximize reimbursement opportunities.

Relationships- Supervision and Coordination: The Director of Evidence Based Practices reports to the Chief Strategy Officer and has regularly scheduled supervision. She/he must maintain positive working relationships with all levels of agency staff, as well as, representatives from oversight and accreditation entities.

Education and Experience Requirements:

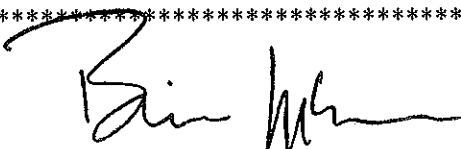
Master degree in Behavioral Health or related field of study with five years of experience working in a child welfare and/or behavioral health setting or other related field.

Or,

Bachelor degree in Human Services, Business or related field with at least seven years of experience in a closely related field with at least five years project management experience.

Required Knowledge, Skills, and Abilities:

1. Strong organizational skills that reflect ability to perform and prioritize multiple tasks with attention to detail.
2. Ability to plan, organize, prioritize, work independently, meet deadlines and deliver projects to agreed scopes.
3. Strong written and verbal communication skills.
4. Ability to communicate complex topics effectively by tailoring communications to reach the targeted audience through various means.
5. Ability to lead the entire range of problem-solving work from problem definition to analysis, recommendation, and the development of implementation plans.
6. Proven project management skills.
7. Excellent analytical abilities.
8. Experience must reflect working in behavioral health services providing treatment to children and families.
9. Working knowledge of current theories, principles, and practices for services to children and youth with serious behavioral health care symptoms and diagnosis, including but not limited to, wellness, recovery and resiliency oriented strategies and supports.
10. Commitment to following and embracing the Seven Commitments of our Sanctuary Model.

Approved by:  Date: 3/16/22

Employee Signature: _____ Date signed: _____