Voices of Tomorrow (VOT) is dedicated to greatly improving the mental health and trauma-informed practices in both our programs and within our own organization’s policies and practices. We do this by building infrastructure and piloting practices within our own organization, and then expanding culturally responsive trauma-informed services to the larger community.

We are looking for a bi-cultural and bi-lingual Director of Mental Health (MHD) to join our efforts to bring this important work to our community. This is a full-time position and will report to the CEO. This role will focus on 1) developing culturally-responsive child-centered trauma informed resources for the Immigrant and Refugee Community, 2) providing mental health counseling to the families and children we serve, and 3) building capacity within our agency to assess and provide trauma-informed care while identifying areas for improvement and monitoring changes in practice over time. To accomplish this, MHD will implement the use of tools such as the ACE’s (Adverse Childhood Experiences) screening questionnaires to identify needs. Adaptations and cultural considerations will be necessary in this process.

**DUTIES & RESPONSIBILITIES:**

- Build agency capacity of trauma-informed knowledge and skills using the TIC Scale and ACE questionnaire to assess the entire organizational service delivery system, Staff, and VOT’s approach to address Trauma and Health disparity within the organization and the Community served
- Implement mechanisms to ensure all dimensions of VOT – mission, culture, and practice – are trauma-informed practices
- Establish the infrastructure including hiring and managing mental health counseling staff to foster change and capacity building, including a multidisciplinary work group and methods for communicating, monitoring, and evaluating progress.
- Develop and provide customized training and coaching to support adoption of organizational trauma-informed care within and across core domains of AIR’s Trauma-Informed Care Curriculum:
  - Build trauma-informed knowledge and skills
  - Establish trusting relationships
  - Respect service users
  - Foster trauma-informed service delivery
  - Promote trauma-informed procedures and policies.
- Design and deliver a culturally responsive training-of-trainers model for the organization; culturally responsive resources; support policy-level change; evaluate outcomes related to adopt a trauma-informed approach; and offering strategies for bringing this approach to the broader community.
• Host a large community conversation to share culturally responsive trauma-informed resources, materials, and tools with community partners serving the immigrant and refugee community
• Providing individual counseling support to VOT staff

EDUCATION & EXPERIENCE:
• Bachelor’s degree or higher. Master’s degree preferred.
• WA State Counselor license or certification, or equivalent from another state with ability to obtain reciprocity
• 5-10 years’ experience, working in mental health field, specifically focused on immigrant and refugee communities
• Bilingual, bicultural (Somali/English) required
• Prior people management experience including ability to supervise multiple employees
• Ability to develop mental health organizational framework as well as train others
• Experience in culturally responsive methodologies, understanding of racial equity theories of change (RETOC)
• Previous administration of ACE questionnaire in program development and implementation
• Proven use of Trauma-Informed Organizational Capacity Scale (TIC Scale) or similar organizational development skills

Additional expectations include:
• Demonstrated commitment to diversity, cultural relevancy, and inclusion
• Must pass Department of Early Learning’s Portable Background Check (PBC).
• Excellent external and internal customer service skills
• Excellent written and verbal communication skills
• Strong knowledge or aptitude of computer software, especially Microsoft Office Tools
• Ability to work independently as well as in a team environment
• Strong problem-solving skills and flexibility
• Ability to juggle multiple tasks at a time

Hiring Process: To apply, please email your resume and cover letter to hr@tomorrowvoices.org. Voices of Tomorrow is an equal opportunity employer. Please let us know if you require any accommodations.

More about Voices of Tomorrow’s (“VOT”).

VOT’s mission is to preserve immigrant & refugee children’s identity through culturally responsive child-focused programs. Our agency works closely with community partners to eliminate racial inequities in the Early Learning System which deeply affect Immigrant and Refugee children’s growth, development, and academic performances. Early childhood is the most critical phase of human development. The focus of VOT is to create early learning programs that preserves the child’s culture and language, while advancing African indigenous parenting practices and community-driven narratives. Substantial research shows that early adversity, including loss of a language, is associated with diminished health across the life course and across generations.

Our work is guided by the following foundational principles:
RACIAL EQUITY. Community representation is paramount in all of Voices of Tomorrow’s programs, policies, and activities. Program components are grounded in community needs and programs are designed with the input of the communities we serve.

CULTURAL RESPONSIVENESS. We strive to create opportunities to preserve culture through the celebration of diversity. We welcome all who apply their resources, cultural knowledge, and experience to address solutions for removing barriers facing our community.

HEALTH AND SAFETY. Embedded in our work is an understanding that good prenatal and early childhood mental health is foundational to reducing long term stressors and negative impacts into adulthood.

STRENGTHS-BASED. Our programs are designed to empower families and communities to use the existing knowledge of their families and communities enabling resiliency in a manner in which they can share their knowledge through the education of core life skills.

CHILD FOCUS. We encourage parents and caregivers to foster positive relationships with children and caregivers, as strong family bonds give children their best start in early childhood development.