

IRVING HARRIS
FOUNDATION

Program Director, Infant and Early Childhood Mental Health (IECMH)

Chicago, Illinois (Remote Possible)

EXECUTIVE SUMMARY

[The Irving Harris Foundation \(IHF\)](#) enhances the quality of life for children, families, and communities by advancing human potential, social justice and equity, and creative experience and expression. IHF is a strategic grantmaker, investing approximately \$14 million annually in the fields of early childhood development, reproductive health and justice, arts and culture, and Jewish values in the U.S. and Israel. IHF's grants aim to address root causes, leverage public and private resources, provide technical assistance, and foster collaboration through public-private and funder partnerships.

During a critical period for our country, **IHF is seeking an experienced collaborator to serve as Program Director, Infant and Early Childhood Mental Health (IECMH) to contribute to the leadership and deepen the Foundation's expertise.** The Program Director will be responsible for leading strategy development and implementation of IHF's work to influence services, systems, and policies in Illinois and at the national and federal levels related to infant and early childhood mental health and child trauma in collaboration with the Executive Director, Board, and other team members. This is an exciting opportunity for a seasoned professional with expertise in the field of infant and early childhood mental health to further develop IHF's grantmaking portfolio and shape the future of the field.

This search is being conducted by [NPAG](#). Application instructions can be found at the end of this document.

INFANT AND EARLY CHILDHOOD MENTAL HEALTH AT IHF

IECMH and its intersection with early childhood development, maternal child health, and reproductive health and justice is one of IHF's primary giving areas. In this area, IHF focuses on cultivating a diverse workforce and the creation of programs, policies, and systems that address the complex and comprehensive needs of children and their families. In addition to grantmaking, IHF plays a critical role in advancing the field of IECMH through two initiatives: the Harris Professional Development Network and the Tenets initiative.

Harris Professional Development Network (PDN)

The Harris Professional Development Network (PDN) is a network of 19 Irving Harris Foundation grantees led by infant and early childhood mental health and child trauma experts in 12 states, Washington, DC, and Israel. These experts contribute to their respective communities by training the early childhood mental health workforce and contributing to the integration of mental health and child trauma principles into services and systems that serve pregnant people and very young children. The network includes various types of institutions that offer pre- and post-doc fellowships in infant and early childhood mental health, specialized MA and BA programs, certificates, and professional development opportunities along the care continuum from promotion to treatment. Grantees work to advance best practices, transform child and family serving systems and support public policy. All have in common their passion for supporting young

children's social and emotional well-being. For a list of all PDN grantees, please [click here](#).

The Diversity-Informed Tenets for Work With Infants, Children and Families are a set of guiding principles and practices that strengthen the commitment and capacity of infant, child, and family professionals, organizations, and systems to embed diversity, inclusion, and equity principles into their work. Rooted in self-reflection, the Tenets are a navigational tool for systems change. The Tenets are a response to the persistent and urgent need to expand the professional capacity and deepen their work with families by increasing awareness and developing intentional action for individual, organizational, and systemic change.

The Tenets were co-developed by Foundation staff and an Expert Panel of the Foundation's PDN. Each of the ten Tenets is informed by research and evidence, as well as the extensive collective experience of Expert Panel members – the multitude of families they have served and the systems in which they work. For more information, please visit: DiversityInformedTenets.org.

OPPORTUNITIES AND CHALLENGES FOR THE NEW PROGRAM DIRECTOR, IECMH

Bringing a wealth of expertise in the area and a vision for the future of the infant and early childhood mental health field, the new Program Director will advance and manage the IECMH grantmaking program areas, advance and grow the Foundation's two IECMH initiatives (PDN and the Tenets), and contribute to the development of a revised grantmaking strategy aimed at having a long-lasting impact on the field of IECMH. Additionally, s/he/they will work closely with grantees to strengthen existing collaborations, develop new ones, and work to develop the institutions, policies, and structures that will drive the field forward. The new Program Director can expect to engage the following opportunities and challenges:

Partner with the Executive Director, Program Directors, and the Board to Shape and Elevate IHF's Strategic Grantmaking and Field Leadership in IECMH and Child Trauma Integration

- Develop and implement a strategy to influence IECMH systems at the local, national, and federal levels in collaboration with the Foundation's Early Childhood and Reproductive Health & Justice teams.
- Manage a portfolio of grantees including maintaining strong relationships, providing high level technical assistance, and stewarding grantees throughout the grant period including making annual recommendations to the Executive Director and Board.
- Stay abreast of research, policy, and practice trends in the field of IECMH and child trauma to inform the Foundation's work and represent IHF at local and national meetings, conferences, and convenings to lift-up issues of importance to IHF and the field.
- Lead and manage special initiatives to address gaps and needs in the field and identify opportunities for increasing the number of individuals in organizations invested in advancing an early childhood and infant mental health agenda.
- Collaborate with peer Program Directors at the Foundation to ensure an integrated Foundation-wide strategy.

Bring Leadership to Key Programmatic IECMH Initiatives: PDN and Diversity-Informed Tenets

- Collaborate with the PDN Program Officer to develop and implement the long-term vision and plan for strengthening the PDN and maximizing its impact nationally; Develop and oversee the tracking of outcomes for the PDN.

- Identify avenues to support and replicate model programs coming from our PDN partners that have the potential to add to the field such as Fussy Baby, Child Parent Psychotherapy (CPP), Court Teams, Mental Health Consultation, Reflective Practice, Attachment Vitamins, etc., as part of the Foundation's larger impact strategy.
- Work in collaboration with the PDN Program Officer to build the infrastructure of the PDN network, set strong policies and practices for its functioning, identify ways in which it can maximize its impact on the field of IECMH, and set a long-term vision for its contribution to the field.
- Work in collaboration with the Tenets Manager to help lead and provide high level strategy and content development as well as provide operational and business support for the Tenets Initiative in the form of a three-year growth plan.
- Participate in appropriate field leadership including leveraging resources and maximizing influence to promote the Tenets in Illinois and nationally.

Contribute to Organizational Culture and Team Building with Equity at the Center

- In collaboration with leadership and the team, help to shape and cultivate the culture of the Foundation.
- Support the Foundation's ongoing work to advance equity, including inviting a deep and sustained focus on racial equity, diversity, inclusion, and awareness of power dynamics that is integrated into IHF's work with grantees and the broader field.
- Support the continued development of principles, practices, and policies that reflect racial equity, diversity, inclusion, and awareness of power dynamics that are integrated across the organization at all levels.
- Develop, mentor, and manage a three-person team consisting of the PDN Program Officer, the Tenets Manager, and the PDN/Tenets Coordinator in support of the IECMH goals and the broader Foundation's mission.
- Contribute one's own ideas, perspectives, and lived experiences to the work of the Foundation.

QUALIFICATIONS OF THE IDEAL CANDIDATE

The ideal candidate will bring a combination of passion for and expertise in the field of infant and early childhood mental health, as well as a commitment to advancing justice and equity. While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

Content Knowledge & Field Leadership

- Deep knowledge and expertise in infant and early childhood mental health practice and systems; familiarity with current trends and best practices; and a vision for how philanthropic investment can advance the field.
- Experience participating in and/or running a community of practice, network, or collaborative model that advances best practices and field knowledge.
- Demonstrated track record of developing and nurturing successful partnerships and collaborations to galvanize a network of current and potential partners around a shared vision and goals.

- Demonstrated passion for and investment in advancing justice and equity, particularly in systems that work with infants, children, and families.

Commitment to Equity

- Deep personal commitment to advancing racial equity, diversity, and inclusion, and the courage to elevate sensitive conversations that recognize and address organizational and field power dynamics.
- Self-awareness and an understanding of how ethnicity and race impacts one's sense of self and beliefs.
- Experience creating internal practices that support and advance equity, diversity, and inclusion.

Organizational Leadership & Management

- Collaborative and reflective leadership style including the ability to effectively manage and motivate teams toward a shared vision and measurable goals.
- Proven ability to manage multiple projects in partnership with stakeholders in a variety of settings; management savvy to effectively leverage a talented and diverse team.
- Strong organization skills and attention to detail while retaining the focus on a larger vision; ability to conceptualize and implement projects from idea to completion while meeting deadlines and managing expectations.
- Strong analytical, written, and verbal communication skills and the dexterity to pivot between a diversity of audiences.

The Basics

- Minimum of 10 years of relevant experience and a master's degree in a relevant area preferred.
- Strong team orientation and the ability to build trusted partnerships internally and externally; a passion for mission driven work and sense of humor and creativity required to respond to a changing and dynamic environment.

TO APPLY

More information about the Irving Harris Foundation may be found at: <https://www.irvingharrisfdn.org/>

IHF is partnering with Carolyn Ho, Cara Pearsall, and Andres Marcuse-Gonzalez of [NPAG](#) on this search. Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Applications including a cover letter describing your interest and qualifications, your resume (in Word format), and where you learned of the position should be sent to: IHF-PD@npag.com. *In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.*

**The Irving Harris Foundation is an equal opportunity employer and proudly values diversity.
Candidates of all backgrounds are encouraged to apply.**