

# Postdoctoral Fellow in Implementation Science

# Summary

# The Postdoctoral Fellow will assist with implementation research, applied implementation, and quality improvement initiatives. The primary responsibility of the postdoctoral fellow will be to collaborate with the Implementation Research Division (IRD) and Quality Care Initiative (QCI), to expand and develop our growing implementation research to practice initiatives. The postdoctoral fellow will be responsible for maintaining their own program of research in implementation science that aligns with BCCF values and mission, QCI initiatives and community need, and IRD projects. Community partnerships that thread the BCCF QCI and IRD teams will also be collaboratively managed in this postdoctoral fellowship. Appointment as a fellow at Harvard Medical School is available for the qualified successful applicant.

Within the IRD, the fellow will collaborate with existing community partnerships, like the Departments of Health and Education, to conduct and provide empirical research that benefits the community. A successful fellow will be able to navigate government and community agency bureaucracy, understand their own positionality and privilege as it relates to conducting research in underserved communities, and provide service to the community in addition to research being conducted to create bidirectional learning and co-design. Through QCI, the fellow will carry out an array of activities, including implementation and quality improvement activities, coordination of training, and to act as a liaison between project staff, trainers, and community partners receiving training and/or technical assistance. The postdoctoral fellow will also provide technical assistance and support as needed to promote quality improvement.

Apply here [Postdoctoral Fellow in Implementation Science](https://recruitingbypaycor.com/career/JobIntroduction.action?clientId=8a7883c683fc5c5701841a6c649d0e90&id=8a78839f902d7844019093aaad330937&source=&lang=en)

# Essential Duties and Responsibilities

# Research (85%)

# Conduct empirical research and program evaluation that aligns with community and BCCF needs.

# Develop a program of research that provides insight into implementation science for youth mental health.

# Supervise research assistants to conduct literature and data searches/reviews

# Coordinate and assist with necessary data collection and entry

# Administer, score, and interpret qualitative interviews and focus groups and support research volunteers in these efforts

# Actively participate in research project design, analysis, and reporting

# Submit and present research at local and national forums

# Work with IRD/QCI staff to coordinate and assist with reporting of both process and outcome data

# Collaborate with BCCF staff to prepare and write grant applications.

# Manage research assistants through weekly meetings and goal setting

# Manage the application and interview process for incoming cooperative education students and volunteers

# Assist with strategic planning around implementation research division

# Quality Care Initiative (15%)

# Help to coordinate project activities and trainings, including working closely with BCCF staff and training consultants, and a diverse range of community partners to ensure that all project deliverables are met on time.

# Work collaboratively with staff from state agencies and/or behavioral health providers to provide technical assistance, consultation, and quality improvement activities.

# Work with Implementation and Quality Improvement Specialists as well as Program Assistants to coordinate and assist with data systems development, maintenance, data collection, coding, and reporting.

# Assist with the development of evaluation plans, analysis of implementation data, and development of reports for implementation and quality improvement purposes internally and externally.

# Conduct literature reviews and write professional journal articles.

# Provide clinical training and consultation in evidence-based practices for youth mental health challenges to community-based providers using adult learning principles.

# Assist with drafting and revising policy memos and quarterly reports.

# Conduct ad hoc research for implementation projects and papers.

# Support development and maintenance of data systems and web sites.

# Assist in identifying and pursuing opportunities for extramural funding including state and federal grants and contracts and funding from philanthropy.

# Qualifications and Skills

* **Education:**
  + Applicants must have completed a Ph.D./Psy.D./Ed.D. (or foreign equivalent) in Psychology, Social Work, or other related social service field from an accredited academic program.
* **Experience:**
  + At least two years of experience with empirical research and program evaluation (can be supervised experience)
  + At least one year experience with program implementation/implementation of evidence-based treatments, prevention, and/or education.
  + Knowledge of the child welfare, juvenile justice, and/or mental health systems.
  + Experience utilizing quality improvement strategies, using data to improve practice and/or translational research.
  + Strong project coordination skills.
  + Excellent interpersonal, organizational and communication skills and be comfortable collaborating with a range of professionals from other fields.
  + Experience with large datasets and statistical analysis using SPSS for quality improvement or evaluation purposes.
  + Experience using online database systems and/or survey tools.
  + Oral and written fluency in English.
  + Experience using online database systems and/or survey tools.
* **Skills:**
  + Excellent written and oral communication skills, interpersonal skills, ethics, and cultural awareness.
  + Proficiency with Microsoft Office and Google Suite.
  + Ensure confidentiality and a high level of customer service in all interactions.
  + Commitment to cultural humility, diversity, equity, and inclusion.
  + Must have the ability to prioritize multiple tasks and deadlines.
  + Meticulous attention to detail.
  + Strong project coordination skills.
  + Commitment to working in an integrity driven environment.

**PHYSICAL REQUIREMENTS** (with or without accommodation)

* Must be able to move around: different level floors, different locations, balance, reach, push, pull, lift, finger, grasp, feel, talk, hear and be capable of repetitive motion.
* Position requires exerting in excess of 20 pounds of force occasionally, and or excess of 10 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.
* Work requires close visual acuity.
* Position is subject to environmental conditions; activities occur both inside and outside.

# Compensation

* Compensation is $ 61,572 annually.
* Work hours: Full time
* Location: Remote

# Our Organization

Founded in 1917, The Baker Center for Children and Families is a Harvard Medical School affiliate with proven leadership in children’s behavioral health. The Baker Center’s mission is to promote the best possible mental health of children through the integration of research, intervention, training, and advocacy. For over 100 years, The Baker Center has been instrumental in creating a continuum of care that supports children's healthy development at the policy, systems, and practice levels. Our research, direct programs and services, training, and advocacy make The Baker Center a preeminent voice and active resource on issues of children's mental health. At The Baker Center, the practices created and tested today will become the best practices of tomorrow. Our programs help children and families chart their own best course for developmental, emotional, and intellectual well-being in community-based settings.

The Baker Center for Children and Families is dedicated to the achievement of equality of opportunity for all its employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, marital status, age, national origin, disability, veteran status, or any other protected group status under federal, state, or local law. The Baker Center for Children and Families is an Equal Opportunity/Affirmative Action Employer.

The preceding statements shall not be considered a detailed description of all the work requirements of the job. There may be other duties and responsibilities required to achieve the principal functions of the position and to advance the mission of The Baker Center for Children and Families.

# Applications

Interested candidates can apply to this position by clicking the following link:

[Postdoctoral Fellow in Implementation Science](https://recruitingbypaycor.com/career/JobIntroduction.action?clientId=8a7883c683fc5c5701841a6c649d0e90&id=8a78839f902d7844019093aaad330937&source=&lang=en)

Inquiries can be directed to Kelsie Okamura, Ph.D., Implementation Researcher at [kokamura@jbcc.harvard.edu](mailto:kokamura@jbcc.harvard.edu). In the title of your email, please reference “Implementation Postdoc Fellowship Application.” The position is contingent upon available funding.

**Application Deadline**: December 1, 2024

**Position Start Date:** July 5, 2025