



Position Title: Research Associate/TA Specialist

Reports To: Project Director

Collaborates With: Leadership Team, Management Team, Research Workgroup

FTE/Classification: 1.0 FTE, Exempt

Location: This is a remote position. California-based candidates are encouraged to apply due to service location.

The Center for Applied Research Solutions (CARS) is a California 501(c)(3) nonprofit dedicated to health equity in behavioral health, public health, and education. In all our work, our mission is to foster safe, healthy, and engaged people and communities.

We provide training and technical assistance for workforce development to major initiatives in mental health, substance abuse, and reducing behavioral health disparities. We develop organizational leadership and workforce capacity to effectively adopt, implement, and sustain changes in policy and practice towards systemic and structural improvements. Our team is committed to improving individual and community health and wellness through evidence-based and culturally responsive practices that address complex social problems. We promote authentic community engagement, elevation of cultural expertise, and community-defined effective practices. Clients include federal and state agencies, local and community-based organizations, educational agencies, and more. Our projects are fast-paced and team-run. Our organization is relationship-based and competency-driven with team members striving to produce timely, relevant, and high-quality learning experiences and services.

General Description: The Research Associate/TA Specialist will provide research and consultation support for the California Mental Health Equity Project (CMHEP). The goal of CMHEP is to reduce health disparities and expand Californians' access to culturally and linguistically responsive behavioral health services. The initiative provides training and technical assistance to county behavioral health departments to increase their expertise in cultural humility, health equity, stakeholder engagement, language access, and trauma-informed care and to assist them in the development of population-specific and community-driven approaches to reducing disparities. Priority activities include a community-driven process to identify recommended revisions to county cultural competence plan guidelines in alignment with national CLAS standards. This position will provide a combination of guidance on research priorities and activities, as well as provide consultation and trainings support to county and community-based organizations. This individual will serve as the Research Lead and guide the direction and discussion of the initiative Research Workgroup in collaboration with research partners, stakeholders, and the field. Design and deliver training and consultation services regarding LGBTQ+ health equity and trauma-informed anti-racist behavioral health initiatives from an intersectional perspective.

ESSENTIAL FUNCTIONS

- Lead CMHEP Research Workgroup (i.e., designing agenda, facilitating meeting, ensuring with team that research deliverables move forward per project timeline).
- Contribute to the development of research tools, data analysis, and reports.
- Support the identification and reporting of community-defined suggested changes to the Cultural Competence Plan Guidance for consideration of the California Department by the Health Care Services.

- Work with subject matter experts on the review of and reflection about existing Cultural Competence Plans.
- Coordinate and track field, stakeholder, and funder review of all research materials developed.
- Contribute to the building and maintenance of trusting and responsive relationships with County Behavioral Health Department Ethnic Services Managers, Community-based organizations, and Steering Committee Members.
- Contribute to Regional Academies and other virtual cohort learning activities in response to TA needs identified by Ethnic Services Managers and Community-based organizations related to behavioral health disparities and health equity work.

REQUIRED COMPETENCIES (Knowledge, Skills, Abilities)

- Deep experience designing, analyzing, and reporting findings of qualitative research (e.g., listening sessions, interviews, fieldwork observation)
- Subject Matter Expertise with National CLAS Standards as well as key concepts of cultural humility, anti-racism, trauma-informed care, intersectionality, health equity, and LGBTQ+ behavioral health disparities.
- Designing, facilitating, and evaluating training and consultation (e.g., presentations, consultation, literature review and resource identification).
- Knowledge of California County Behavioral Health Department Ethnic Services Manager roles and responsibilities.
- Familiarity with the County Cultural Competence Plan Guidance
- Working with and leading diverse teams of behavioral health providers and researchers.
- Familiarity with the California Reducing Disparities Project (CRDP), California Department of Health Care Services (DHCS), California Behavioral Health Directors Association (CBHDA), and the California Pan Ethnic Health Network (CPEHN).

MINIMUM QUALIFICATIONS

- Relevant advanced degree or postgraduate training or equivalent experience required.
- Minimum 7 years' experience in the behavioral health field with a focus on culturally responsive, trauma-informed behavioral health services.
- Ability to conduct future travel as appropriate within pandemic context.

CARS offers a small business environment and an excellent benefit package. CARS provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual or gender identity, or genetics. We strongly encourage and seek applications from people of color, including bilingual and bi-cultural individuals, members of the lesbian, gay, bisexual, and transgender communities, and those with lived experience with mental health challenges.

Salary Range: \$90,000 – \$115,000 annually

To Apply: Submit a current resume and cover letter explaining your interest in the position. All materials should be sent electronically to carshr@cars-rp.org. No phone calls please. Please submit application materials by **March 18, 2022**. This position will remain open until filled. Thank you in advance for your interest.