

## Job Opportunity

**Position Title:** Infant and Early Childhood Occupational Therapist

**Apply by:** November 30, 2018

**Preferred start date:** February 4, 2019



therapy & developmental support  
for young children & their families

### OVERVIEW OF THE OPPORTUNITY:

Cooper House is in a stage of intentional growth as we expand the number of families we serve and increase professional development opportunities with prenatal to five providers. We are currently opening a second location in the Capitol Hill neighborhood of Seattle, WA and seeking a talented Occupational Therapist to join our team.

In this position, you will work alongside two other Occupational Therapists skilled in the Developmental, Individual Differences, Relationship-Based (DIR®/Floortime™) model, as well as a team of Infant and Early Childhood Mental Health Therapists. You will find a collaborative and professionally supportive environment where clinicians use one another's expertise to think creatively and to deepen their understanding of the mental health, constitutional, cultural experiences of young children and families. Moreover, mindfulness and self-care are actively practiced as a team, through reflective supervision as well as genuine, healthy, warm professional relationships.

### APPLICATION PROCESS and INSTRUCTIONS:

Please submit materials by November 30, 2018 at 5pm:

1. CV or résumé that summarizes your relevant professional, academic and volunteer experiences (no more than three pages).
2. A cover letter that shares your professional interests and passions and summarizes why this opportunity is a good fit for your experience and skills at this stage in your career (no more than one page).

Email your application as a single PDF (cover letter and resume combined in one document). Title the PDF with your full name and application materials (i.e. Simone Jones application materials). Email PDF as an attachment to [info@cooperhouse.org](mailto:info@cooperhouse.org). In the subject line of your email, indicate your name and the position you are applying to (i.e. Simone Jones-Occupational Therapist).

Applicants should plan to be available for interviews between December 13-18, 2018. Initial interviews will be conducted in person, or via Zoom for out of state candidates.

*Cooper House is an Equal Opportunity Employer. People of color, people of all gender identities and sexual orientations are strongly encouraged to apply.*

**POSITION OVERVIEW:**

Cooper House Infant and Early Childhood Occupational Therapists provide services to children birth-5 years old and their caregivers. Occupational Therapists work from theoretical frame that is informed by the DIR®/Floortime™ model (Greenspan and Weider) and by infant and early childhood mental health principles, in close collaboration with their Mental Health colleagues.

**HOURS/SCHEDULE:**

Ideally, we hope to find candidates available to work a full-time (1.0 FTE) schedule of 40 hours/week. Reflecting our value of work-life balance, we are open to discussing part-time schedules, with a minimum commitment of 24 hours/week. If this interests you, please let us know in your cover letter.

**SALARY AND BENEFITS:**

The Infant and Early Childhood Occupational Therapist is an exempt position with a salary range of \$65,000 - \$90,000, DOE. Our benefits package includes full medical/vision/dental coverage, a professional development fund, retirement account, and flexible scheduling, Monday through Friday. If you are re-locating for this position, a moving allowance will be provided. Paid leave policies reflect our value of your wellness and self-care with 13 holidays each year, parenting leave and Paid Time Off (PTO) that employees can use flexibly for vacation, sick and safety time. During your first three years, you earn 25 days of PTO each year. You will work out of our beautiful Capitol Hill locations in renovated homes originally built in the 1900s, with young children and their caregivers in and out of our halls each day.

**PRIMARY RESPONSIBILITIES:**

1. Maintains primary case responsibility and authority for assigned caseload.
2. Works with a family through all phases of treatment using a relational, attachment based, trauma informed, culturally aware therapy approach.
3. Collaborates with other Cooper House staff on case formulation and treatment approaches.
4. When necessary, collaborates with childcare, school staff, and other service providers significant to the child and family's wellbeing.
5. Engages in consulting, training and mentoring of other professionals as opportunities arise.

**GENERAL RESPONSIBILITIES**

1. Participates in creating and maintaining a workplace that values diversity and treats everyone with respect without regard to race, color, age, religion, creed, gender, sexual orientation, national origin, marital status, the presence of any sensory, mental, or physical disability.
2. Maintains appropriate boundaries with clients with clear understanding and execution of role as a clinician.
3. Participates in weekly supervisory meetings and staff meetings with a curious, collaborative attitude, and self-reflective stance.
4. Demonstrates curiosity and commitment to furthering skills and expanding knowledge base.
5. Demonstrates teamwork and open communication.
6. Maintains documentation in a timely, thorough and accurate manner.
7. Follows agency policies and procedures.

8. Performs other appropriate tasks related to professional role as needed.

#### **IDEAL EXPERIENCE, COMPETENCIES AND QUALITIES**

1. Passion for the mission and vision of Cooper House.
2. Master's Degree in Occupational Therapy from an accredited college or university and at least two years related experience working with young children, and families. *We welcome clinicians at various points in their careers to apply for this opportunity.*
3. Level II or higher endorsement from WA-AIMH, or willing to work toward infant mental health endorsement.
4. Developmental, Individual Differences, Relationship-Based model (DIR®/Floortime™) certification.
5. Licensed in Washington State, or willing to work toward licensure in Washington State.
6. Knowledge of early childhood functioning in all domains including sensory processing, motor planning, cognition, and social emotional development.
7. Experience providing direct treatment with children birth-five years old with diagnoses including ASD, SPD, DCD/Dyspraxia, and other developmental disorders.
8. Demonstrated ability to collaborate with schools and other professionals to enhance child's participation across environments.
9. Experience working in an inter-disciplinary setting and utilizing a collaborative team model.
10. Trauma informed.
11. Cognitive flexibility and willingness to learn.
12. A self-starting and energetic person with the ability to gracefully manage schedules, priorities, and multiple projects and work independently.
13. Strong written and oral communication skills, including openness to feedback, and ability to present information concisely and effectively, both verbally and in writing.
14. High levels of integrity, trustworthiness, flexibility, compassion, humor, creativity and persistence necessary to address the practicalities of a growing organization.
15. Ability to manage tasks and relationships in a manner that meets job requirements.
16. Commitment to maintaining required reporting and tracking systems in timely, thorough and accurate manner.
17. Proficient in utilizing Microsoft Word and email to communicate and coordinate in a team setting.
18. Willingness to undergo a criminal background check (state and national).

*The job announcement does not constitute a written or implied contract or offer of employment. Cooper House reserves the right to revise or change job duties and responsibilities as the need arises.*



Mission: To treat the social, emotional and behavioral challenges of infancy and early childhood, and to support the caregiving relationships that are the foundation of early development.

Vision: We work to develop a community where young children have healthy and secure attachments, so they can be resilient and are able to cope with life's challenges, and where parents and caregivers feel supported and are able to increase their capacity and confidence in their caregiving.

Values:

Individualized care – approaching each child and family with curiosity and an understanding of the complex forces (individual differences, history, environmental stressors, etc.) that contribute to a young child's challenges

Collaboration – connecting with parents and guardians, as well as colleagues and community partners to provide holistic and coordinated care

Strengths – seeing children, families and community providers as all bringing important assets to bear on the child's functioning, we build on existing competencies

Reflection – attuning to ourselves and our clients continually through an ongoing process of consideration, mindfulness, study, and personal growth

Services: Cooper House offers a wide range of services that support the early development of social-emotional capacity and strengthen the parent-child relationship. We provide infant-parent and child-parent psychotherapy, individual play therapy, occupational therapy, parenting support and counseling, and home visiting through the Fussy Baby Network™ and Smooth Way Home™ (NICU transition support). Beyond direct service with families, our staff provides training and consultation to ensure that professionals who care for young children have the tools, support, and education they need. We provide Reflective Consultation to numerous birth-to-five providers, community training and support, and are the Region X trainers for the FAN (Facilitating Attuned iNteractions) model, which promotes family engagement and reflective practice.

Leadership: Lisa Mennet, PhD, LMHC is the Cooper House founder, owner and Clinical Director. Lisa partners with Nicole Wiggins, MA, LMHC to provide clinical supervision. Jane Hinton serves as Cooper House Managing Director and is responsible for oversight of Cooper House business functions.