Future Focused Education
Job Description

Job Title: Senior Advisor of the Regional Behavioral Health Initiative (BHI)
Status: Full-time, Grant funded position
Location: Central New Mexico

Future Focused Education:
Future Focused Education is a New Mexico-based nonprofit organization that works statewide to co-create and sustain healthier and more prosperous systems for our communities. We transform the educational experience for young people by placing students at the center and empowering them to lead their own learning journeys—through work-based learning, youth leadership, and systems change.

Position Summary:
This Behavioral Health Initiative, in partnership with the NM Public Education Department (PED) and the NM Department of Health (DOH), includes a partnership with six districts, one high school and all feeder middle schools, to develop and implement a comprehensive behavioral health model within each school and across the district. The Senior Advisor of the Regional BHI will supervise and work with the Implementation Coaches as they serve as a dedicated resource for one of the six districts participating in the initiative. All work within the initiative will focus on streamlining current practices and increasing levels of implementation to more fully support students and staff. The focus areas will include building foundational layer one supports, integrating and de-siloing current practices, building a behavioral health career pathway and strengthening relationships with community behavioral health providers and higher education entities to increase access and capacity. Districts will focus on shifting mindsets, streamlining systems and integrating and building comprehensive intervention aligned with the MLSS whole person support model. Implementation coaches will support each district and school to increase capacity and help build and implement the comprehensive behavioral health plan. The term for this position ends in June 2028.

Essential Duties and Responsibilities:
- Bridge collaboration between district teams and the state team
- Travel to sites to conduct and organize site visits for implementation sites, in partnership with the PED and DOH
- Support a member of the youth behavioral health advisory council to inform and guide the pilot implementation

- Support the facilitation and development of the district and school behavioral health implementation plans
- Provide coaching to the Implementation Coaches with the following and support districts directly, as the Coaches work with districts to ensure high quality and fidelity:
    - Provide direct and in-direct support to the district and schools to meet the behavioral health goals outlined in the district/school and initiative plan
    - Participate in partnership with regional statewide coaches and the PED and DOH to use an evidence-based model of coaching based on implementation science
    - Engage diverse groups such as school and district leaders, teachers, staff, behavioral health professionals, community organizations, school-based health centers
    - Help district and school teams identify and think through challenges as they arise
    - Be focused and goal-oriented and able to model this behavior to others–while remaining flexible, to meet teams "where they are at."
    - Using strong listening and observation skills with clear communication
    - Foster safe spaces for the district and Implementation Coach teams to elicit and exchange ideas among members and engage in group decision-making
    - Remain positive and enthusiastic supporters yet respectful, patient, and perseverant, especially when implementation challenges inevitably arise
    - Promote problem-solving and constructive feedback and leverage/develop resources as needed

The descriptors below are illustrative only of the tasks performed by this position and are not all-inclusive.

Key Responsibilities:

- Express cultural humility and seeking to understand
- Supervise Behavioral Health Initiative (BHI) Implementation Coaches (8) located in 6 communities throughout the state
- Collaborate with the State Implementation Team and attend meetings
- Collaborate to plan and facilitate online Implementation Coach cohort meetings, held 1-2 times a month and the Summer Institutes held annually
- Facilitate weekly reflective supervision meetings with Implementation Coaches 1:1
- Collaborate with the FFE Community Care Collective Team and the Learning by Doing Team to support schools and Implementation Coaches
- Work in partnership with Regional Statewide Coaches from PED and DOH
- Balance structure and flexibility, supporting teams at varying stages of readiness while maintaining focus on goals and outcomes
- Prepare and deliver clear, timely written status updates on project progress, including

regular reporting to funding organizations to ensure compliance, transparency, and alignment with grant requirements.
- Demonstrate commitment to cultural humility, equity, and anti-racist practices, with the ability to build trust across diverse communities

Work Environment:
Work is performed in a variety of school and office space settings. Willingness to travel around the state and reliable transportation is required. Evening, weekend, and/or holiday work may be required.

General FFE Responsibilities:
- Engage in professional development for assessment, Social Emotional Learning, Salesforce, Google Suite, and other platforms as necessary
- Schedule meetings and ensure Google calendar invites are issued to all participants
- Utilize project management tools, such as Monday.com, to monitor and track BHI deliverables and budgets
- Engage in honesty with ourselves, our colleagues, our partners, and our stakeholders
- Engage in ongoing anti-racism training with FFE colleagues
- Attend weekly 1:1 check-in meetings with the supervisor and team members
- Attend weekly in-person staff meetings and bi-monthly staff meetings, as necessary or possible

May include other duties as necessary or assigned.

Qualifications:
- Bachelor's degree in education, behavioral health, public health, social work, or a related field required; Master's degree strongly preferred
- Minimum of 5–7 years of experience in behavioral health, education, school-based systems, or a related field, including experience working across systems (e.g., schools, community providers, public agencies)
- Demonstrate experience in coaching, facilitation, and/or supervising staff, with a strong ability to support adult learning and team development
- Experience collaborating with diverse stakeholders, including school and district leaders, state agencies, community-based organizations, and/or higher education partners
- Strong facilitation, communication, and interpersonal skills, including the ability to navigate complex conversations, provide constructive feedback, and support group decision-making
- Strong organizational and project management skills, including experience tracking deliverables, timelines, and budgets
- Comfort using data to inform decision-making, including both quantitative and qualitative data sources
- Proficiency with Google Suite and project management tools (e.g., Monday.com or similar

platforms)

Preferred Qualifications:

- Experience with implementation science, systems change, or continuous improvement approaches (e.g., MTSS/MLSS, improvement cycles, or similar frameworks)
- Strong understanding of school-based behavioral health systems, including tiered supports, prevention and intervention strategies, and whole-child/whole-person approaches

How to Apply:

For consideration, applicant must submit a cover letter, resume, and three references to: Lisa Harmon-Martínez, Director of Learning by Doing, info@futurefocusededucation.org

Qualified candidates will be contacted for an interview.
This position is estimated to begin: Late April or early May 2026