



Future Focused Education Job Description

Job Title: Implementation Regional Behavioral Health Initiative (BHI) Coach

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:

The Behavioral Health Initiative, is a collaborative partnership with the NM Public Education Department (PED) and the Department of Health (DOH), which also includes partnerships with six districts, one high school and all feeder middle schools, to develop and implement a comprehensive behavioral health model. The Implementation Regional BHI Coach will serve as a dedicated resource for one of the six participating districts. Rather than rotating across the region, the Coach will be assigned to and work closely with a single district, providing consistent, site-based support to build relationships, strengthen systems, and support long-term implementation. All work within the initiative will focus on streamlining current practices and increasing levels of quality 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 behavioral health career pathways and strengthening relationships with community behavioral health providers and higher education entities to increase access and capacity. Districts will focus on shifting mindsets, aligning systems, and building a comprehensive continuum of support aligned with the Multi-Layered System of Supports (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:

- Support district and school teams in change management and continuous quality improvement efforts, including planning, implementation, reflection, and adaptation of

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behavioral health strategies and practices.

- Provide direct and indirect support to the assigned district and its schools to meet the behavioral health goals outlined in the district, school, and Initiative plans
- Support Behavioral Health Pathway development within the assigned district, working directly with students, staff, and community providers
- Collaborate with regional and statewide Implementation Coaches, as well as PED and DOH partners, to apply an evidence-based coaching model grounded in implementation science and to share learning across districts
- Engage diverse stakeholders within the assigned district, including school and district leaders, teachers, staff, behavioral health professionals, community organizations, and school-based health centers
- Help district and school teams identify and think through challenges as they arise
- Be focused, 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 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:

- Approach collaboration and facilitation through equity and youth centered strategies
- Attend annual in-person cohort meetings, which will require travel to different locations within the state
- Attend online Implementation Coach cohort meetings, 1-2 times a month
- Attend weekly reflective supervision meetings with supervisor
- Collaborate with the FFE Community Care Collective Team and the Learning by Doing Team to support schools with youth-centered problem-solving
- Work in partnership with Regional Statewide Coaches

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.

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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 progress
- Engage in honesty with ourselves, our colleagues, our partners, and our stakeholders. Demonstrate cultural humility and seek to understand diversity of perspectives and lived experiences.
- 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

Required Qualifications

- Bachelor's degree in education, behavioral health, social work, public health, or a related field required; Master's degree or equivalent lived/professional experience preferred
- Minimum of 3–5 years of experience in schools, behavioral health, youth development, or community-based systems, including supporting or leading complex initiatives
- Demonstrate ability to build and sustain trust-based relationships with diverse stakeholders (e.g., educators, school leaders, behavioral health providers, community organizations, state partners)
- Strong organizational and project management skills, including tracking progress across multiple sites or partners
- Willingness and ability to travel regularly, with reliable transportation and occasional evening/weekend availability
- Experience facilitating groups and leading collaborative processes, including navigating differing perspectives and systems-level challenges
- Strong ability to work proactively and independently, managing multiple priorities while maintaining clear communication and follow-through
- Demonstrate commitment to equity-centered practice, including cultural humility and anti-racism, with the ability to support teams in reflective inquiry, examining root causes, and advancing more just and liberatory approaches to systems change
- Ability to use qualitative and/or quantitative data to inform reflection, planning, and continuous improvement

Preferred Qualifications

- Experience providing coaching, technical assistance, or capacity-building support, with the ability to adapt to varying levels of readiness across teams
- Understanding of school-based behavioral health, SEL, and/or whole-child frameworks

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(e.g., MTSS/MLSS), or ability to quickly build this knowledge

- Proficiency with Google Suite and willingness to use project management tools (e.g., Monday.com)

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.

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