



Southern Arizona's Premier Social Service Agency

Old Pueblo Community Services is an EOE/M/F/VET/DISABILITY Employer

Evidence Based Practice Coach

Monday – Friday 8:00am – 5:00pm

The Evidence Based Practice (EBP) Coach plays a crucial role in the integration of behavioral health evidence-based practices within the OPCS housing first shelter and organizationally as a whole. Operating as a linchpin between initial training and on-the-job implementation, this position supports direct service staff through on-the-job coaching and feedback. This Coach collaborates with both new and seasoned staff to foster the application of evidence-based practices in service delivery throughout OPCS. This role involves creating practical tools for all direct service roles, coaching individuals and groups, and actively engaging with various departments to facilitate the seamless adoption of changes to enhance services delivery.

Employee Benefits

Competitive Salary, Employer Subsidized Health Insurance for Employee **and Family**, Employer Matching 401 (k) plan (after 1 year), Employer Subsidized Dental Plan and Vision Plan, Paid life insurance, Employer Paid Training, 136 Hours Paid Time Off (PTO) Per Year.

Selected by the Tucson Metro Chamber of Commerce as the best non-profit for Workforce Development in 2019, and Outstanding

Duties and Responsibilities:

1. Coordinates with various members of the leadership team regarding training needs.
2. Conduct ongoing evidence-based skills assessments through observation to ensure continuous improvement and adherence to best practices.
3. Liaise with training team to support ongoing training development and delivery of best practices across the organization.
4. May provide coaching and assessment for new hires post-onboarding training and shadowing, facilitating their smooth transition into day-to-day responsibilities.
5. Connect direct service staff with training team, program managers, shadowing opportunities, and/or other resources to further individual development.
6. Offer constructive feedback on individual direct service staff and organizational performance in implementing evidence-based practices.
7. Actively engage with all departments to support the roll-out of changes to direct service staff through ad-hoc training.
8. Collect feedback from direct service staff and leadership to improve and expand training/coaching and development.
9. Attend additional training/education to contributing enhance skills and keep up with evidence-based practices.
10. Complete other duties as assigned, contributing to the overall success of OPCS's mission and objectives.

Qualifications:

Must qualify as BHT. Bachelors' Degree in Social Services or equivalent education, training and social service experience working within community organizations. Extensive Case Management experience serving vulnerable populations, ideally within a housing first, harm-reduction framework. Expertise in

Job Status

Full Time

Pay Rate

\$20.57 - \$25.21

Pay Comments

Salary based on experience.

We are willing to train those who are passionate about helping people and willing to go the extra mile to help the client.

Mail Resume/Application to:

Ms. Jeanie Pike
HR Director
Old Pueblo Community
Services
2323 S. Park Ave
Tucson, AZ 85713

Email Resume/Application to:

hr@helptucson.org



Employment References, drug screen and background check are conducted pre-employment.

behavioral health evidence-based practices, including but not limited to trauma informed care, motivational interviewing, stages of change, harm reduction, strengths-based principles, etc. Able to work collaboratively with OPCS program, clinical and other administrative leaders to facilitate efficient and effective coaching. Demonstrable coaching skills. Proven competence with documentation in HER. Must be strongly motivated, show initiative and exercise critical thinking skills. Self-starter committed to a team approach, responsible and dependable. Strong communication, administrative and interpersonal skills. Microsoft Office skills required (Word, Outlook, Excel, and PowerPoint). Valid Arizona driver's license, proof of auto insurance and reliable transportation. Possess and maintain valid CPR/First Aid Certification. Creativity and flexibility in assuming significant responsibility. Ability to set priorities, meet deadlines and work flexible hours including afterhours and weekends to meet the needs of direct service staff as needed. Experience working in racially, ethnically, and socio-economically diverse urban communities.