

# Director of Mental Health Research & Program Development

## Position Summary

The Director of Mental Health Research & Program Development will provide strategic leadership in the design, development, and implementation of innovative mental health research initiatives and evidence-informed programming. This role is responsible for creating and overseeing programs that generate actionable research to improve the delivery, accessibility, and quality of mental health services for individuals living with, or at risk of developing, mental illness.

The Director will lead the development of research initiatives aligned with the strategic priorities of the National Institute of Mental Health (NIMH), including non-clinical, R01-level research projects focused on advancing mental health service models, community-based interventions, and systems improvement. This position will oversee data collection, program evaluation, and research strategy to ensure organizational initiatives support measurable improvements in mental health outcomes.

In addition, this role will provide executive oversight of clinical program quality, ensuring treatment and support services are delivered with excellence, consistency, and a continuous quality improvement mindset. The Director will work to integrate evidence-based, medically sophisticated care with individualized, person-centered treatment approaches that enhance participant outcomes and organizational effectiveness.

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## Key Responsibilities

### Research Leadership & Program Development

- Review and interpret the strategic priorities of the National Institute of Mental Health (NIMH) and develop programs aligned with those priorities.
- Lead the design and implementation of innovative mental health research initiatives, including community-based and non-clinical studies.
- Develop research frameworks that support evidence-based improvements in mental health service delivery.
- Establish data collection, analysis, and reporting systems to evaluate program effectiveness and participant outcomes.

- Design surveys, assessment tools, and evaluation instruments for Mind, Body and Soul Experience (MSBE) Workshop and Seminar participants to support research objectives.
- Ensure research activities comply with ethical, regulatory, and organizational standards.

## Clinical & Program Oversight

- Provide leadership for the overall clinical quality and effectiveness of treatment and support programs.
- Ensure delivery of high-quality, participant-centered care through continuous quality improvement initiatives.
- Develop and refine treatment and service models that blend evidence-based clinical care with personalized therapeutic approaches.
- Monitor program outcomes and implement improvements to enhance participant experience and service impact.

## Leadership & Operations

- Participate in recruitment, hiring, onboarding, and supervision of faculty, researchers, clinicians, and support staff.
- Develop staffing structures, assign responsibilities, and manage work schedules for direct reports.
- Conduct regular staff meetings to monitor progress, address operational needs, and maintain accountability.
- Oversee departmental budgets and ensure responsible allocation of resources.
- Represent the organization at conferences, stakeholder meetings, public events, and media engagements as appropriate.

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## Required Skills & Competencies

- Demonstrated leadership in program development, research strategy, and operational management.
- Strong knowledge of mental health research methodology, program evaluation, and data analysis.
- Ability to communicate effectively with stakeholders from diverse professional, academic, and community backgrounds.
- Excellent written and verbal communication skills, including preparation of reports, presentations, and research documentation.
- Strong organizational and project management skills with the ability to manage multiple initiatives simultaneously.

- Experience supervising multidisciplinary teams and fostering collaborative work environments.
  - Proficiency with Microsoft Office Suite (Word, Excel, PowerPoint), Google Workspace, and data collection/analysis platforms.
  - Ability to interpret research findings and translate them into actionable program improvements.
  - Strong interpersonal and public speaking skills.
  - Ability to work independently while maintaining strong collaboration across departments.
  - Bilingual communication skills preferred.
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## Qualifications

- Doctoral degree (Ph.D.) in Psychology, Mental Health, Public Health, Behavioral Science, Social Work, or a closely related field preferred, OR
- Master's degree in a related field with a minimum of four (4) years of progressively responsible experience in mental health research, program development, or behavioral health leadership.
- Minimum two (2) years of direct experience in mental health research, program planning, or research program development.
- Demonstrated familiarity with the mission, priorities, and funding frameworks of the National Institute of Mental Health (NIMH).
- Experience in program evaluation, grant-aligned research initiatives, and behavioral health service innovation preferred.

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