

Executive Director

Association of Infant Mental Health in Tennessee (AIMHiTN)

Remote in TN with Statewide travel | Reports to the Board

The Opportunity

AIMHiTN is Tennessee's professional home for the people who care for babies and young children: home visitors, early interventionists, child welfare staff, doulas, pediatric and mental health clinicians, and early educators. It credentials them, trains them, supports them when the work gets heavy, and carries what they learn into state policy. No other organization in Tennessee does both halves of that work.

The Board is seeking AIMHiTN's second Executive Director. The organization has grown from a grassroots coalition into a statewide association with a \$1.9 million budget and a current staff of 10.

The Executive Director inherits a respected credential, strong state and national partnerships, a loyal professional community, and a focused team. The job is to grow a durable funding base, lead a team through the first leadership change in the organization's history, and keep Tennessee on track to become a national model for infant and early childhood mental health.

About AIMHiTN

AIMHiTN supports professionals through training, resources, and community involvement to foster the early relational health of infants, young children, and families. Its work spans the prenatal period through a child's sixth birthday. The organization was born out of the Tennessee Infant and Early Childhood Mental Health Initiative, a multi-year effort that brought state departments, agencies, and practitioners together around a shared plan for the early childhood workforce.

AIMHiTN's strategy rests on one idea. When the state builds a skilled infant and early childhood mental health (IECMH) workforce and, at the same time, shapes the systems that fund and support that workforce, outcomes for young children improve and last. AIMHiTN has deliberately chosen not to provide direct clinical services, run general public awareness campaigns, or compete with university training programs.

Programs and Impact

- Infant and Early Childhood Mental Health Endorsement. AIMHiTN is Tennessee's licensed provider of the IMH-E® and ECMH-E® credentials through the IECMH International Institute, with reciprocity across 36 states and two countries. Endorsement is offered in

four categories spanning promotion, prevention and early intervention, clinical treatment, and leadership, plus a Reflective Supervisor add-on.

- Tennessee First Five Training Institute. A cohort-based IECMH training program offered at no cost to participants, combining evidence-based training, reflective consultation, and discussion of extensive readings, with specialized training for supervisors and organizational leaders. Training hours count toward Endorsement application and renewal requirements.
- Sector-specific certificates. Four- to six-month educational certificate programs tailored to individual sectors and built in monthlong learning blocks, each with four to five hours of content from IECMH subject matter experts. Reflective practice sessions led by Endorsed Reflective Supervisors help participants build a community of practice.
- Warmline consultation. A voluntary, prevention-based virtual consultation service connecting child welfare professionals, home visitors, and other practitioners with IECMH clinicians for real-time guidance. Professionals can ask questions, process cases, and work through their own feelings and stressors, then receive a follow-up email with resources and a follow-up call to address any lingering questions.
- Sector-specific support. AIMHiTN works with every professional sector that supports IECMH tenets, including the STARS Project for child welfare professionals and foster families, with reflective practice spaces that address secondary trauma; ECHO learning communities for doulas and home visitors; and evidence-based home visiting and child welfare training opportunities.
- Reflective Supervision/Consultation. A range of RSC support and training, including RSC small groups, a year-long RSC Learning Collaborative, RSC trainings, and informal reflective practice spaces, all led by Endorsed Reflective Supervisors and reflective practice subject matter experts.
- Professional Pathways and technical assistance. Trainings for agencies and systems in asynchronous, virtual, and in-person formats, including custom fee-for-service trainings for agencies across the state; membership tiers for individuals and organizations; a lending resource library; and tools such as the Preparedness for Emergency Response in Tennessee Toolkit and the DC:0-5 crosswalk.
- Partnerships and policy. Active partnerships with leaders across multiple state departments (including TDH, TDMHSAS, DCS, and TNDHS), nonprofit and private service providers, TennCare and its managed care organizations, universities, and other community partners. AIMHiTN is the backbone organization and a leading voice for the Tennessee IECMH Finance and Policy Team, a longstanding collaborative of public, nonprofit, and private sector leaders working on IECMH-supportive policy and funding.

The shared policy agenda focuses on Medicaid and other alternative financing for IECMH services and expanding IECMH consultation.

Where AIMHiTN Is Going

The strategic initiatives emphasize work within three objectives, each with measurable key results due by December 2027:

- Strengthen the internal foundation: diversify revenue beyond state grants, build a high-performance and well-supported staff culture, and use data to guide decisions across all programs.
- Advance Tennessee's IECMH workforce: grow the number of endorsed professionals, expand the Training Institute and warmline, and deepen support for child welfare and birth workers.
- Maximize statewide awareness and policy impact: establish AIMHiTN as Tennessee's recognized IECMH authority and advance financing mechanisms and systems change.

The Role

The Executive Director is AIMHiTN's chief executive and its public face. Reporting to the Board of Directors, the Executive Director sets direction with the Board, raises and manages the organization's resources, leads a small professional staff, and represents AIMHiTN to state agencies, funders, national partners, and the field. In an organization of this size, the Executive Director is also a working leader who writes proposals, presents at conferences, and knows the details of each program.

Key Responsibilities

Revenue and financial sustainability 35% of Time

- Build a diversified revenue model that reduces reliance on any single public contract, including foundation and corporate grants, fee-for-service training and technical assistance, endorsement reimbursement, and individual and unrestricted giving.
- Protect and grow existing state and federal relationships while positioning AIMHiTN for new public funding, including Medicaid-related financing for IECMH services.
- Develop annual budgets with the Treasurer and finance staff, monitor cash flow closely, and give the Board accurate and timely financial reporting.

People and culture 30% of Time

- Lead, retain, and develop a team with the same reflective, relationship-based practices AIMHiTN teaches the field.

- Build clear roles, accountability, and professional development plans for every staff member, and plan staffing growth that funding can sustain.

Strategy and programs

20% of Time

- Lead implementation of the Strategic Impact Plan, set quarterly priorities, assign clear ownership, and report progress to staff, the Board, and the Advisory Council.
- Safeguard the integrity of the Endorsement system and AIMHiTN's standing with the IECMH International Institute.
- Make disciplined decisions about which programs to grow, sustain, or retire, using outcome data rather than habit.

External leadership and policy

10% of Time

- Serve as AIMHiTN's primary spokesperson with legislators, state departments, health plans, funders, and the media.
- Translate what practitioners see in the field into clear policy recommendations, and build coalitions that move them forward.
- Represent Tennessee in national IECMH networks and position the state's approach as a model others can adopt.

Board and governance

5% of time

- Partner with the Board Chair and committees on governance, board recruitment, and fundraising, and keep the Board informed of risks and opportunities early.

First-Year Priorities

- Listen first: meet staff, members, endorsees, funders, and state partners across all three grand divisions within the first 90 days.
- Revenue: growth: secure renewals of core contracts, close identified funding gaps, and land at least two new significant non-state funding sources.
- Refine the plan: work with the Board to complete the Strategic Impact Plan's open targets and adopt a dashboard for tracking them.

Qualifications

Required

- Seven or more years of nonprofit leadership, including at least three years managing staff and budgets.
- A successful track record of building a high-performing team and organizational culture.

- A documented record of raising revenue from multiple sources, including government contracts, and private philanthropy.
- Working knowledge of infant and early childhood mental health principles, relationship-based practice, and reflective supervision.
- Experience working with state agencies, health systems, or legislators, and comfort operating in the policy arena.
- Sound financial judgment, including budgeting, grants compliance, and cost allocation across restricted funding.
- A bachelor's degree in a related field.

Preferred

- A master's or doctoral degree in social work, psychology, counseling, public health, early childhood, nursing, or nonprofit management.
- Early childhood, infant and early childhood mental health, public health, child welfare, behavioral health, or a closely related field
- IMH-E® or ECMH-E® Endorsement, particularly at the Mentor level, or willingness to pursue Endorsement within two years.
- Familiarity with Tennessee's early childhood landscape, including DCS, TennCare and its managed care organizations, home visiting, and Tennessee Early Intervention System.
- Experience with membership associations, credentialing bodies, or statewide networks.
- Experience with earned revenue models.

Leadership Qualities

The Board is looking for a leader who is steady under pressure and honest about hard news, who builds trust with a team that has lived through loss, and who can move comfortably between a legislative hearing, a funder meeting, and a reflective consultation group. This person should be entrepreneurial about revenue without drifting from the mission, and should believe that the wellbeing of the workforce is part of the work, not a benefit added to it.

Compensation and Benefits

AIMHiTN offers an annual salary of \$125,000 to \$135,000 for the Executive Director position, complemented by benefits that support well-being and professional growth. Employer-paid benefits currently include family leave insurance, short- and long-term disability, and life insurance, and employees may opt into an additional voluntary life insurance policy. Benefits also include medical, dental, and vision insurance for individuals and families with minimal employee contributions; a 5% retirement stipend paid through payroll; 10 paid holidays; accrued vacation and sick leave; and a winter respite from December 25 through January 1. The

remote work environment includes a phone and internet stipend, team retreats, and professional development opportunities. AIMHiTN fosters a caring, reflective culture that values every voice and prioritizes self-care.

To Apply

Nonprofit Leadership LLC is facilitating this executive search on behalf of AIMHiTN. Interested candidates should email a resume and cover letter to elle@nonprofit-leadership.com. Please share in your cover letter, an example of how you have ensured an organization's programs and leadership reflected and reached the full range of communities it served, including rural and urban communities. What actions did you take, and what were the results?

Applications are due November 20, 2026, will be reviewed as they are submitted, and early applications are appreciated.

Elle Benson, Founder and CEO, Nonprofit Leadership LLC

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AIMHiTN is an equal opportunity employer and is committed to building a team that reflects the communities and professionals it serves across Tennessee. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by federal or state law.

Candidates from all backgrounds are encouraged to apply, and reasonable accommodations are available at every stage of the process.