

Department of the Interior  
**NATIONAL PARK SERVICE**  
**OFFICE OF RISK MANAGEMENT**  
**WELLNESS & RESILIENCE BRANCH**

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## **VACANCY ANNOUNCEMENT**

**Closing Date: December 11, 2023**

**Position Title:** Mental Health and Resilience Program Analyst

O-4 Billet (non-Supervisory)

**Duty Station:** Remote

### **POSITION AND BUREAU DESCRIPTION:**

The Department of the Interior (DOI)/National Park Service (NPS) is recruiting a Commissioned Corps Officer to fill the position of Mental Health and Resilience Program Analyst. This position is in the Office of Risk Management in the Wellness & Resilience Branch.

The Mental Health and Resilience Program Analyst is a member of the NPS, Wellness & Resilience Branch team and works under the supervision of the Mental Health and Resilience Program Manager. The incumbent and the Program Manager function as the NPS subject matter experts on mental health for the NPS. This is a new position.

Functions as program analyst for the Mental Health and Resilience Program which serves all NPS employees. This can include, but is not limited to mental health, stress management, suicide prevention, critical incident stress management, mental illness, and resilience building. This program addresses prevention, intervention, and postvention for a diverse employee population.

### **MISSION STATEMENT:**

The NPS preserves unimpaired the natural and cultural resources and values of the national park system for the enjoyment, education, and inspiration of this and future generations. The NPS cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world.

### **MAJOR DUTIES:**

- Assists the Program Manager in providing leadership and planning strategic direction for the development, implementation, evaluation, and continuous improvement of comprehensive and effective Service wide mental health and resilience program that addresses emotional wellness, resilience, stress management, suicide prevention, and other related topics.
- Serves as a subject matter expert on mental health and resilience in NPS.
- Develops and implements tools, resources, techniques, and interventions to prevent or reduce the prevalence of employee mental illness or mental health issues while bolstering employee education, comprehension, and application of techniques that promote resilience and overall emotional well-being, foster coping skills, and reduce high-risk behaviors. Intervention

programs are to be based on current theory, recent research, and practice.

- Coordinates peer-supported critical incident stress management (CISM) program and peer support program.
- Provides guidance to volunteer peer supporters.
- Drafts policies and provides guidance associated with mental health and resilience.
- Reviews national and international data on resilience, suicide prevention, and mental health trends, evaluations of workplace mental health initiatives, and considers applicability for NPS.
- Collects, analyzes, and maintains NPS-wide data to identify trends and/or provide early warning to at-risk populations.
- Creates training content, adapts/adopts existing training, conducts training, and measures training for effectiveness in achieving program goals.
- Monitors strategies and objectives to ensure they are effective, comprehensive, and compatible with achieving identified goals.
- Conducts program reviews to evaluate effectiveness and recommend corrective actions, improvements, and solutions designed to resolve deficiencies and improve capabilities and efficiency.
- Conducts extensive research and benchmarking with Federal and private-sector organizations to determine existing best practices suitable for implementation.
- Works collaboratively with other employee-centered programs and councils in NPS to ensure alignment in goals; avoid overlap, duplication, or conflict of services; prevent gaps in services and resources; and help achieve greater collective success.
- Develops partnerships with government, universities, organizations, service providers, subject matter experts, and communities to expand knowledge in the area, identify current mental health and resiliency issues, successful interventions and programs, and promising practices.
- Develops strategic communication initiatives to gain interest from NPS employees toward the adoption of principles and practices that promote mental health and resilience.

#### **POSITION REQUIREMENTS:**

- A master's degree or higher in Psychology or related field preferred.
- Progressively responsible experience that demonstrates ability to design, implement, and manage a mental health & resilience program, developing and recommending health policy to higher levels of an organization, and oversee a peer support program.

This position closes on **December 11, 2023**. If interested, please send an application packet including cover letter highlighting relevant experience and education, three references, CV, and last two COERs to [hhs\\_liaison@nps.gov](mailto:hhs_liaison@nps.gov). Please include "Mental Health & Resilience Program Analyst" in the subject line and the body of your email.

#### **POSITION INFORMATION**

Gabrielle Fisher, MPH  
Wellness & Resilience Branch Chief  
Phone: 202-513-7160  
Email: [gabrielle\\_fisher@nps.gov](mailto:gabrielle_fisher@nps.gov)

#### **PHS INFORMATION**

Sonya Coakley Baker  
Commissioned Corps Liaison  
Phone: 202-513-7215  
Email: [sonya\\_coakleybaker@nps.gov](mailto:sonya_coakleybaker@nps.gov)