

Role Profile

Overview	
Role	Clinical Psychologist
Main Purpose	<ul style="list-style-type: none"> • Specialist clinical work with children experiencing complex trauma and attachment issues • Mentoring, training and oversight of all staff engaged in direct child care to build and strengthen the whole team's ability to provide holistic 24 hour/day psychological care within all Hope for Justice programmes • Debriefing and clinical supervision of social-workers, counsellors and therapist in all Hope for Justice programs
Department	Programmes
Location	Kampala, Uganda
Reporting To	Director of Programmes, Uganda
Key Result Areas	
<ul style="list-style-type: none"> • Demonstrated understanding of and compliance with Hope for Justice policies and standards, and all local statutory requirements. • Development of treatment models that are appropriate to the clientele Hope for Justice is working with • Risk assessment of the therapeutic program is conducted regularly and the outcomes are shared with Senior Management Team on a quarterly basis. • Children with mental health issues in the program are helped to overcome their mental issues. • The Lighthouse based social workers and other relevant staff are trained/equipped to deliver the required quality counselling adhering to the sector guidelines(documentation) • Do periodic research on the findings from the psychotherapy assessments and treatment and share the findings with Senior Management Team for actioning to close the loops. 	
Main Duties	
<p>Specialist clinical work</p> <ul style="list-style-type: none"> • Based in one Lighthouse for 1-2 days/week and responsible for the direct clinical therapeutic work with the more complex cases of traumatized/abused children up to the age of 18 years in other Lighthouses or centers as requested by social work team • This is essentially a roving position and the staff member will have clinical time in all other Lighthouses to engage both in direct clinical work with traumatized and abused children as well as advise staff on management of complex cases (for lighthouses outside of the capital this may be a quarterly visit over several days) • Identification and primary assessment of children who have/may have mental health conditions and who may need referral to psychiatric care 	

- Engagement in the Case Care Reviews of children with complex psychological and mental health needs, advising social workers/staff on ongoing care and management of these children and their families

Training and Debriefing of staff:

- Formal training with staff in skills around counselling approaches; trauma debriefing; de-escalation; counselling following sexual abuse, exploitation and addiction; play, art, drama and dance therapy approaches
- Formal training with staff in self-care using holistic principles and techniques such as reflection or journaling to mitigate against secondary trauma
- Organisation of a regular group support sessions for residential care staff (eg guards, wardens) on a regular basis. To include training in basic skills for listening, de-escalation techniques, managing children's challenging behaviours and non-violent discipline techniques, as well as managing the staffs' own stress and wellbeing. Sessions need to be practical (e.g., role plays) and have agreed plans and follow up on progress.
- Organisation of regular group sessions for professional staff (teachers and nurse) for training (de-escalation, listening, managing challenging behaviours etc.) and debriefing on stress, caring fatigue, maintaining wellbeing and trauma debriefing. These sessions need to be practical and have agreed plans and follow up on progress.
- Organisation of regular group support sessions/learning circles for social workers/counsellors/ therapists. These sessions will focus on building staffs' counselling skills and therapeutic approaches, implementation of specific therapies (art/drama etc.), as well as trauma debriefing and stress management of staff to maintain their wellbeing. These sessions need to be practical and have agreed plans and follow up on progress.

Clinical Supervision of professional staff delivering therapeutic work:

- One to one clinical supervision of social workers/counsellors/ therapists. Through reflective practice, identify and work with individual staff to address areas where they struggle to deliver psycho-social care and therapy, enabling the staff member to pro-actively address their own gaps and to build their resilience.
- Documentation of all sessions

General Duties

- Understand and uphold the standards outlined in the Hope for Justice Safeguarding policies, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with our work and reporting concerns if they do arise
- Undertake all activities in line with Hope for Justice core values (Honouring / Open / Professional / Empowering) including promoting and advocating these to others.
- Undertake any other reasonable duties as directed by Line Manager

Soft Skills	Technical Skills
<ul style="list-style-type: none"> • Excellent interpersonal and communication skills • Confidentiality • Team work • Ability to relate to and empathise with a range of people • Ability to cope with emotionally demanding situations • Critical thinking • Problem solving • Attention to detail 	<ul style="list-style-type: none"> • Participatory training techniques • Sensitive listening and questioning skills • Research skills • Report writing • Knowledge of psychological theory and practice • Technical writing • Clinical supervision
Experience & Education	
<ul style="list-style-type: none"> • MA in Psychology/Psychotherapy • At least 3 -5 years' experience working with traumatised, abused and/or exploited children • At least 3 years' experience of clinical supervision • At least 3 years' experience in staff training 	