



Consulting Psychologist

Position Description: October 18, 2016

The Headington Institute cares for caregivers worldwide by promoting the physical hardiness, emotional resilience, and spiritual vitality of humanitarian aid workers and emergency first-responders. The Institute strengthens aid organizations by encouraging the wellbeing of their staff, making it a partner in worldwide humanitarian and emergency responder work. When responders have effective self-care techniques, satisfying interpersonal relationships, adequate organizational support, and sufficient public interest, they thrive in their work. This results in stronger organizations that more effectively serve their beneficiaries. The Institute's ultimate goal is for all relief and development workers and emergency responders to have what they need to maintain their wellbeing and thrive in their work.

Cofounded by Drs. James Guy and Tim Headington in early 2001, the Headington Institute provides counseling, training, consultation, online resources, and research services worldwide. In the past year, Institute staff worked directly with nearly 4,500 aid workers and emergency responders here and abroad. More than 1,500 completed the *Headington Institute Resilience Inventory*, confirming the best ways to promote their resilience and trauma recovery. An additional two-hundred thousand individuals accessed Headington Institute's free online training materials in the past twelve months.

The Institute staff consists of five fulltime and eight part-time individuals, many who are doctoral level licensed clinical psychologists with over thirty-five years of professional experience. The eight-member Board of Directors provides guiding oversight and support, drawing on their varied and valuable experience in nonprofit, business, academic, and government work. Together with more than three hundred committed donors, they comprise a strong team poised for further growth in the years ahead.

The Headington Institute's annual operating budget exceeds \$1.2 million. Approximately sixty percent comes from charitable contributions, and the remainder is derived from professional fee income. The cash reserves fund exceeds six months of general operating expenses. Annual income has outpaced expenses every year since inception.

Responsibilities:

Reporting to Dr. Lisa Finlay, *Vice President for Clinical Services*, the successful candidate will join a dedicated team guided by the Institute's core values of compassion, excellence, transcendence, responsibility, generosity, cooperation, and advocacy. S/he will help shape a world-renowned organization where talented people do worthwhile work in a sustainable way.

The *Consulting Psychologist* will be responsible for providing psychological services primarily to international relief and development workers worldwide. This will be done remotely from the Pasadena office and during 6 to 8 domestic and/or international trips per year, each involving 2 to 9 days away. S/he may also provide assessment, counseling, and consultation services to participants in high intensity, scenario-based security trainings offered to international humanitarian aid workers in several international locations. On occasion, s/he may be asked to provide services to local or domestic emergency responders.

Finally, there will be opportunities to create online resources and innovative services and products, as part of the Institute creative team.

Desired Traits and Characteristics:

The *Consulting Psychologist* will possess the ability to quickly build successful, collaborative relationships with individuals representing complex multinational aid organizations. This requires superior intelligence, creative vision, common sense, excellent social skills, high energy, patience, and strong analytical thinking.

As a consulting psychologist working with the populations we serve, it is important to possess excellent training and significant experience with the assessment and treatment of a wide range of psychopathology and personality functioning. The confidence and ability to work alone, in a variety of settings where shifting roles and boundaries necessitate sound professional judgment, are important assets.

The Institute functions in an international context requiring high self-awareness, advanced social skills, and practiced diplomacy. To succeed here, the successful candidate must be flexible and skilled in cross-cultural communication. The travel is rigorous, the fieldwork is demanding, and the work challenges are significant and complex. S/he must bring confidence and poise to high-stress, high-risk environments where client needs take priority over personal comfort. S/he must be in good health and able to travel and work in international, physically challenging environments.

Years of research and practice have shown that a holistic approach to wellness is most effective for maintaining resilience in this population. This includes an appreciation for the importance of personal spiritual practice in the lives of many humanitarian workers and emergency responders. Since we work with individuals representing all faiths and worldviews, the *Consulting Psychologist* will be someone who recognizes the importance of meaning, purpose, transcendence, and faith in promoting wellbeing and trauma recovery.

The Headington Institute places high priority on maintaining staff wellbeing in a healthy, cordial workplace environment. To be successful within our organization, employees must also be mature, honest, independent, pleasant, and humble. This is a tightly knit team where mutual respect, kindness, and consideration are paramount.

After more than sixteen years of steady growth, the Institute is positioned for further expansion over the next three years. The successful candidate must bring the courage and boldness required for this next phase of development. Working collaboratively with the entire Institute team, there is an opportunity to think creatively about new, more effective ways to accomplish our mission.

Career Path Leading to this Position:

The *Consulting Psychologist* should have five or more years of relevant post-doctoral professional experience. She/he must have a proven record as an outstanding clinician. Professional experience with nonprofit organizations is an important asset. International travel and work experience is an advantage. It would be helpful to have proven writing and public speaking ability. Significant consulting, program development, and training experience are desired. While the successful candidate will likely come from the nonprofit sector, candidates from other contexts with the ability to adapt successfully to this environment will be considered. Finally, speaking English is required and competency in a second language is desired, such as French or Arabic.

Requirements:

The *Consulting Psychologist* must hold a doctorate in clinical psychology or a related field, with a license to practice independently. S/he will live within commuting distance to Pasadena and work on weekdays in the Institute's Pasadena office when not traveling. Some weekend work and travel is necessary. This is a fulltime position, although a part-time appointment may be considered, depending on the match between the needs of the candidate and those of the Institute.

Compensation:

Annual compensation will be competitive and commensurate with experience. A generous benefits package will be provided. Limited relocation assistance is negotiable.

To Apply:

Please direct inquiries, nominations, and applications including a resume/vitae and a compelling letter of interest in confidence to Dr. James Guy, President. Electronic submission is required (jguy@headington-institute.org).