

Director of Emergency Responders Program and Consulting Psychologist

Position Description: November 2, 2017

Headington Institute:

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 flourish.

Cofounded by Drs. James Guy and Tim Headington in early 2001, the Headington Institute provides counseling, training, management consultation, online resources, and research services worldwide. In the past year, Institute staff made thirty trips and worked with fifty-five organizations in fifteen countries to provide services to more than two thousand people. More than two thousand international aid workers and domestic responders participated in a research project to investigate factors promoting human resilience. Nearly a quarter-million individuals accessed Headington Institute's free online training materials in the past twelve months.

The Institute staff consists of four fulltime and nine part-time individuals, most who are doctoral level clinical psychologists with over thirty years of professional experience. The seven-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 nearly four hundred committed donors, they comprise a strong team poised for further growth in the years ahead.

The Headington Institute's annual operating budget exceeds \$1.25 million. Sixty percent comes from charitable contributions, and the remainder is professional fee income. The cash reserves fund exceeds six months of general operating expenses. Annual income has outpaced expenses every year since inception.

Responsibilities:

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 maintain a world-renowned organization where talented people do worthwhile work in a sustainable way.

The *Director of Emergency Responders Program and Consulting Psychologist* will be responsible for expanding and leading our new emergency first-responder program, to promote the personal and team resilience and trauma recovery of domestic law enforcement officers, fire fighters, and related emergency response personnel. She/he may also provide counseling, training, and consulting services to international humanitarian aid workers worldwide.

There may be opportunity for added responsibility and advancement, should further growth require reorganization and realignment.

Desired Traits and Characteristics:

The *Director of Emergency Responders Program and Consulting Psychologist* will possess the ability to quickly build successful, collaborative relationships with individuals representing complex domestic and multinational organizations. This requires superior intelligence, creative vision, common sense, excellent social skills, high energy, patience, integrity, 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 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 domestic and international environments that are sometimes physically challenging.

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 *Director of Emergency Responders Program and Consulting Psychologist* will be someone who respectfully understands 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 seventeen years of steady growth, the Institute is positioned for more rapid expansion over the next five 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 *Director of Emergency Responders Program and Consulting Psychologist* should have five or more years of relevant professional experience. She/he must have a proven record as an outstanding clinician. Professional experience with emergency responders is an important asset. Compelling evidence of ability to build successful professional relationships and strategic partnerships will be required. It would be helpful to have proven writing and public speaking ability. Significant consulting, program development, marketing, and training experience are expected.

Requirements:

The *Director of Emergency Responders Program and Consulting Psychologist* must hold a doctorate in clinical psychology or a related field, with a license to practice independently, preferably in California. S/he will work weekdays in the Institute's Pasadena office when not traveling. Some weekend work and travel will be necessary. This is a fulltime position, although a part-time appointment will 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. 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).