

## Consulting Psychologist

Position Description, Headington Institute

August 2021

The Headington Institute is a nonprofit organization providing psychological support to aid workers, emergency responders, and community caregivers worldwide. We seek a talented, passionate, and committed individual for the position of Consulting Psychologist. This position offers satisfying work in a collaborative and flexible small team environment. The successful candidate will play a vital role on our team while enjoying meaningful and innovative work.

### Position Details:

This position is currently offered at half-time (20-25 hours per week) without benefits. The right candidate may be able to grow the position to 30 or 40 hours per week over time. Once the position becomes 30 hours per week, a generous benefits package will be provided. The position does not require relocation and is a remote position. The successful candidate will be required to make at least 4 (but no more than 6) international trips per year and make quarterly trips to the home office in Pasadena, CA.

### Requirements:

The preferred candidate will hold a doctorate in clinical psychology or a related field, with a license to practice independently and professional liability insurance. Alternatively, the Institute will consider candidates with the appropriate master's level degree with a leading accredited institution who also have sufficient and relevant work experience.

- Candidates must have working knowledge of statistical packages such as SPSS, R, Excel proficiency, and a familiarity with Qualtrics. Experience with personality assessments (especially the Five Factor Model of Personality) is a plus.
- Candidates should have five or more years of relevant post-doctoral professional experience. She/he must have a proven record as an outstanding clinician.  
Candidates must have experience with, or demonstrated aptitude for, working with large international NGOs and/or other nonprofit organizations. Candidates should be able to build and maintain collaborative relationships with client organization representatives. Experience presenting to groups in workshops—particularly on the topic of stress, trauma or resilience—is a plus.
- The ability to work cross-culturally with diverse clients is essential in this role. International consulting, training and workshop experience is required.
- Ability to speak, write, and conduct psychotherapy and workshops in French, Arabic or other language is highly desired.

The successful candidate will demonstrate superior intelligence, creative vision, high energy, common sense, strong social skills, patience, and dedicated follow-up. Excellent organizational skills in a fast-paced environment and the ability to manage projects to a completion are a must. Since the Institute functions in an international context, demonstrated diplomacy is highly valued.

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 practices



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in the lives of many clients. Since we work with individuals representing all faiths and worldviews, the successful candidate will recognize the importance of meaning, purpose, transcendence, and faith in promoting wellbeing and trauma recovery.

### **Responsibilities and Duties:**

The consulting psychologist will be responsible for providing psychological services primarily to international relief and development workers worldwide. This will be done remotely and during 4 to 6 international trips per year (and occasional domestic US travel), each involving 2 to 9 days away.

- Provide remote webinar and in-person Psychoeducational workshops on stress, resilience, trauma, reducing burnout etc.
- Provide remote secure tele-health counseling sessions to aid workers in global contexts.
- Provide pre-deployment resilience assessments for selected aid and development workers.
- Score and Interpret Clinical Data: Use personality inventories and trauma assessments for trainings for aid workers going to high-risk environments and/or for pre-deployment resilience assessments.
- Program Management: support development of new 'e-learning' resources & courses and manage enrollment in current courses. Respond to emails for requests for information or assistance; assign and manage "pre-deployment resilience assessments" for organizational clients.
- Networking and building strategic partnerships and relationships with clients.
- Collaborate with and support fellow consulting psychologists as we all deliver excellent training and clinical services to our clients.
- Special projects as assigned by the Director of Clinical Services.

Headington Institute is particularly interested in finding a person who can 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. This type of training requires a psychologist to be able to work effectively in the field, be flexible, and provide support and advice to participants in a non-traditional setting. High fidelity stress exposure training is designed to help prepare aid workers for deployments in high-risk locations. The psychologist will be embedded on a team of security professionals and will provide psychological training, support, and guidance to participants. On occasion, s/he may be asked to provide services to domestic emergency responders or community caregivers. Finally, there will be opportunities to create online resources and innovative services and products as part of a dynamic team.

### **Compensation:**

A competitive salary will be provided in accordance with training and experience. Pay rates of \$45-\$60 per hour are being considered and commensurate annual salary are based off an hourly calculation.

### **About the Headington Institute:**

Based in Pasadena, CA. The Headington institute cares for caregivers worldwide by promoting the physical hardiness, emotional resilience, and spiritual vitality of humanitarian aid workers and domestic first



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responders. The institute strengthens aid organizations by encouraging the wellbeing of their staff, making it a partner in worldwide humanitarian and responder work. When responders have effective self-care strategies, satisfying interpersonal relationships, adequate organizational support, and sufficient public interest, they thrive in their work. This results in stronger and healthier organizations that more effectively serve their beneficiaries. The institute's ultimate goal is for all relief and development workers and domestic first responders to have what they need to maintain their wellbeing and thrive in their work.

### **Other Information:**

*Schedule:* Flexible but dedicated days and times that can be negotiated once selected, 20-25 hours per week.

*Benefits:* There is no benefits package included with this position in its current form.

*Location:* Remote working is authorized. Home office is in Pasadena, CA.

*Availability:* Position to be filled as soon as possible.

*Supervisor:* Dr. Scott Grover, Director of Clinical Services

### **To Apply:**

If you would like to be considered for this position, please send an email to Dr. Drea Canales at [dcanales@headington-institute.org](mailto:dcanales@headington-institute.org). Your email should include a subject line: "APP: Consulting Psychologist" and have both a current resume/CV and cover letter attached in .pdf format. If you have international consulting or psychotherapy experience, please detail it on your CV. All materials must be attached as pdfs, any other formats will not be reviewed.

### **Statement on Anti-Racism and Inclusivity:**

We are working to become an inclusive and equitable anti-racist community. As an organization, we want to create an environment where BIPOC feel safe and supported on our team. Regardless of your age, color, race, limitations, ethnicity, gender identity, sexual orientation, socio-economic status or lived experience, we strive to treat all members of our community with dignity and respect so that they feel safe, celebrated, and welcomed.