

Full-time Consulting Psychologist

Position Description, Headington Institute
September 2023

The Headington Institute is a nonprofit organization that provides psychological support to individuals working in challenging and high stress environments such as NGOs, nonprofits, businesses, some government entities, security organizations and schools in navigating war zones, natural disasters, displacement, mass casualties, pandemics, critical incidents, and school violence. 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 Full-time (30-40 hours per week) with benefits. A generous benefits package will be provided. The position does not require relocation and is a fully remote position. The successful candidate will be required to make approximately 4 (but no more than 6) international trips per year and make approximately 2-3 trips to the home office in Los Angeles.

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 Headington 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. They 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.
- Advanced training in trauma informed therapy. Advanced training in Cognitive Processing Therapy, Prolonged Exposure is a plus.
- Ability to speak, write, and conduct psychotherapy and workshops in French, Arabic or another language is highly desired.
- We are particularly looking to consider applications who are living abroad preferably in Europe, Middle East or Africa.

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 in the lives of many clients. Since we work with individuals representing all faiths and worldviews, the successful candidate will recognize the importance of compassion, excellence, equity, transcendence, trust, collaboration, focus on the future and sustainability 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 individuals 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 'eLearning' 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 more commonly 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 individuals 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, they 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.

ABOUT THE HEADINGTON INSTITUTE

Based in Pasadena, CA. The Headington Institute supports for individuals worldwide by promoting the physical hardiness, emotional resilience, and spiritual vitality. The institute strengthens organizations by encouraging the wellbeing of their staff, making it a partner in challenging and high-stress work. When staff and leaders 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. The institute's ultimate goal is for



all organizations and staff to have what they need to maintain their wellbeing and thrive in their work.

OTHER INFORMATION

Schedule: Full-time - 40 hours.

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 Renee Louve at Rlouve@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 members of the BIPOC community 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.