

August 2020

Application for the post of Psychologist

Justice Centre Hong Kong is an independent, non-profit, human-rights organisation working to protect the rights of Hong Kong's most vulnerable migrants – refugees, victims of forced labour and human trafficking and survivors of torture. Justice Centre undertakes evidence-based research which is used in advocacy to strengthen the rule of law in Hong Kong. We envision an inclusive, just society where people from all countries of origin enjoy dignity, human rights and access to justice in Hong Kong. Justice Centre is not affiliated with any religious or political organisation and does not receive any government funding. Justice Centre provides free legal, psychosocial and torture rehabilitation services for our service users, as well as capacity building for wider civil society regionally.

The Psychologist will be based within our integrated client services team, comprised of experts with extensive experience working with clients who have been subjected to forced migration, asylum/refugees, exile, trauma and torture.

Justice Centre Hong Kong provides a warm, friendly and motivated working environment and has around 16 full and part time staff and approximately 10 volunteers at any one time.

This is a part-time, 3 day per week position for a period of six months with a salary commensurate with experience. Flexible working arrangements will be considered. Generous annual leave and MPF will be provided. Due to the short duration of the position we will be unable to sponsor a visa.

Due to the expected high volume of applications, only short-listed candidates will be contacted.

Please find:

1. A job description and person specification
2. A guide to completing the application form
3. An application form

The closing date for applications is 18 September. Please email the completed application form directly to jobs@justicecentre.org.hk.

Psychologist, Part time, six months

Function of Post

The Psychologist will be responsible for providing direct clinical services to refugees, survivors of human trafficking and survivors of torture and/or trauma. In addition, the post holder will write Medico-Legal reports, holistic assessments and be involved in the provision and development of training, consultations and clinical supervision. They will also be responsible for developing a longer-term service delivery plan for the organisation.

The individuals that we work with display high levels of trauma-based behaviours, including intergenerational trauma, survivor's guilt, bereavement, stress, dissociation and, in some cases, aggressive behaviours.

These services will be offered on a short-term 6 monthly basis.

Main Responsibilities

- To provide tailored psychological support and counselling to adults and children on a short-term basis (including on both a 1-1 and group basis).
- To develop a longer-term service delivery plan for Justice Centre's mental health support program
- To work to ascertain the needs of the individual clients and families.
- To create tailored therapeutic plans for the short-term treatment of individual clients.
- To provide assessments and psychotherapy/counselling medico-legal reports in accordance with the Istanbul Protocol.

Job description

Responsibilities

- To manage an appropriate caseload with an overview to ongoing care and undertaking risk assessments where necessary.
- To maintain appropriate records of assessments and any clinical/casework undertaken, and collect and collate statistics.
- To manage all necessary administration relevant to the role, working with the services coordinator(s), including managing communication, cancellations or disengagement
- To develop and begin implementation of a service delivery strategy and operational plan for mental health support to our clients
- Provide Clinical Supervision and support to volunteer psychologists.
- To attend line management, staff meetings & team review meetings
- To undertake regular reviews of therapeutic work with clients, including the completion of the clinical outcome tool.
- To develop and deliver training when required and facilitate workshops/talks on behalf of Justice Centre.
- To contribute to the development of the service and networking opportunities.

- To participate in the recruitment and training of volunteer psychologists.
- To practice ethically in accordance with professional boundaries and regulatory frameworks of relevant professional bodies, as well as the Justice Centre Code of Conduct.
- To attend team meetings, and other meetings as required.
- To engage actively in a multi-disciplinary team and contribute from own professional perspective.
- To build effective relationships with referrers and other key partner organisations.
- To contribute to the submission of timely donor reports and meet with donors.
- To undertake any other duties that is reasonable within the context of the role as assigned by the Executive Director.

Person specification

Essential:

- Qualified psychologist, with at least 5 years' experience of providing clinical services
- Membership of, and accreditation to, relevant professional bodies, either in Hong Kong or internationally
- Experience in providing clinical supervision
- Experience in therapy program design/development
- Knowledge of the impact of torture/trauma, and asylum/refugee issues on adults, children and families
- Knowledge of, and experience in, at least one of a range of evidence based approaches to therapy for adults and children including trauma-based CBT, child-based CBT, exposure prevention reprocessing, EMDR, somatic training, TRE/TER
- Experience of working with interpreters or clients who do not speak English as a first language
- Therapeutic skills in working with clients experiencing a range of psychological and trauma-based issues, including: PTSD, CPTSD, bereavement, loss, guilt, shame, depression, pain, displacement, intergenerational trauma, etc.
- Counselling skills: Empathetic listening, understanding of boundaries, building and maintain a trusting relationship
- Case load management, record keeping, and file management
- Report writing sufficient to be able to write counselling/therapy medico-legal reports and clinical letters, in accordance with the Istanbul Protocol
- Commitment to Human Rights, humanitarianism, equality and diversity
- Multicultural sensitivity and ability to work with people from different cultural backgrounds and across varying language barriers;
- Fluency in verbal and written English;
- Legal right to work in Hong Kong.

Desirable

- Knowledge of a range of psychotherapeutic approaches and theories, and how these can be applied to work with trauma/torture survivors
- Experience of working with refugees, and trauma/torture survivors
- Experience of working therapeutically with refugees, survivors of torture/trauma and organised violence
- Experience in working with children
- Fluency in another language such as French, Arabic, Somali, Urdu, Sinhala, or Bangla are a considerable asset.
- Experience working with vulnerable people in a professional setting
- Qualification in Clinical supervision
- Experience working within a multi-disciplinary team with colleagues from a range of professional backgrounds, including lawyers and fundraisers