

Position Title:	Psychologist
Job Grade:	Four (4)
Department:	Child Welfare Services/ Child & Family Reintegration Services/ Tobago Operations
Position Reports to:	Team Lead
Position Status:	Contract

SUMMARY OF POSITION:

The role of the Psychologist within the Children's Authority is multifaceted, encompassing a range of responsibilities aimed at addressing the psychological and emotional needs of children and families. Overall, the role of the Psychologist is to provide comprehensive psychological assessment, intervention, and support services to children and families in crisis, with a focus on promoting healing, resilience, and positive outcomes. The incumbent will assess children's needs through clinical interviews, standardized tests, and clinical observations. In addition to individual therapy sessions, the role will also require the incumbent to collaborate with a multidisciplinary team to create comprehensive care plans for the child and family.

PRINCIPAL ACCOUNTABILITIES / KEY FUNCTIONS:

- ⇒ Conduct comprehensive psychological assessments of parents, children and adolescents engaging the attention of the Authority. This involves evaluating factors such as cognitive functioning, emotional well-being, behavioral patterns, and trauma history.
- ⇒ Provide trauma-informed care to children and families who may have experienced abuse, neglect, or other forms of trauma. This includes recognizing the impact of trauma on development, behavior, and relationships, and tailoring interventions accordingly.
- ⇒ Offer individual and group therapy sessions to children and adolescents to address issues such as anxiety, depression, trauma related symptoms, grief, and behavioral challenges. Therapy sessions may focus on building coping skills, improving self-esteem, and processing traumatic experiences.
- ⇒ Provide crisis intervention and support to children and families in acute distress or crisis situations. This may involve deescalating emotional crises, providing immediate support and reassurance and coordinating with other professionals to ensure safety and stability.
- ⇒ Offer education, guidance, and support to parents and caregivers on topics such as child development, parenting strategies, trauma informed caregiving, and communication skills.
- ⇒ Collaborate with other professionals including social workers, medical doctors, case managers, and educators, to develop holistic care plans that address the complex needs of children and families.
- ⇒ Provide psychoeducation to children, adolescents, and families on topics such as emotional regulation, stress management, conflict resolution, and healthy coping strategies.
- ⇒ Advocate for the psychological and emotional needs of children and families within the child protection system, and facilitating referrals to additional mental health services or community resources as needed for ongoing support.

PRINCIPAL ACCOUNTABILITIES / KEY FUNCTIONS:

- ⇒ Document assessment findings, psychological assessments and evaluations, progress notes, and other relevant information in accordance with ethical and legal standards. Maintaining accurate and thorough documentation is essential for continuity of care and communication with other professionals.
- ⇒ Perform other related duties as assigned by the Team Lead.

REQUIRED QUALIFICATIONS & EXPERIENCE:

Education:	<p>Minimum</p> <ul style="list-style-type: none"> ▪ Master’s in Clinical Psychology, Counselling Psychology or related field. ▪ Candidates at the post-doctoral level may be preferred. ▪ Bilingual (Spanish) will be an asset.
Certification:	<ul style="list-style-type: none"> ▪ Current and up to date registration with the Trinidad and Tobago Association of Psychologists.
Experience:	<p>Minimum</p> <ul style="list-style-type: none"> ▪ A minimum of four (4) years practical experience in a clinical setting working with children.

REQUIRED BEHAVIORAL COMPETENCIES:

- **Empathy:** Ability to understand and empathize with the experiences and feelings of children.
- **Effective Communication:** Ability to communicate effectively with children, families, and colleagues.
- **Patience:** Ability to remain patient and calm, especially in challenging or stressful situations.
- **Observational Skills:** Ability to observe children and detect indications of mental health issues or maladjustment.
- **Problem-Solving Skills:** Ability to assess issues and develop effective treatment plans.
- **Flexibility:** Ability to adapt to the individual needs and preferences of each child.
- **Ethical Behaviour:** Commitment to maintaining ethical standards in all interactions and decisions.
- **Collaboration:** Work collaboratively with other professionals and stakeholders to support the well-being of children.
- **Cultural Sensitivity:** Awareness and sensitivity to cultural differences when working with children and families from diverse backgrounds.
- **Professionalism:** Commitment to maintaining professional boundaries and confidentiality.

REQUIRED SKILLS:

- Knowledge in different therapeutic methods and able to switch between different approaches to meet each child's needs.
- Experience in a testing environment.
- Strong communication skills, specifically the ability to communicate with children of different ages and from different cultural and socioeconomic backgrounds.
- Excellent report writing skills and abilities.
- Ability to adhere to all professional, ethical, and legal regulations as determined by relevant regulatory bodies and the law.

- Ability to build trust, credibility, and effective working relationships with all levels of staff within the organization and with external stakeholders
- Ability to successfully manage conflict between clients as well as staff.
- Ability to read and interpret policy and procedures.
- Ability to problem solve and prioritize many time-sensitive tasks.
- Ability to support and promote a positive workplace culture.
- Ability to attend team meetings, as well as seminars on topics relevant to the client base.
- Proficient in the use of CPIMS+.
- Competent in computer usage and the Microsoft Office Suite of programs (including Word, Excel, and PowerPoint).
- Ability to work on a shift/roster system, as required.

POSITION SCOPE:	
Reports:	
Direct	▪ Nil
Indirect	▪ Nil

KEY CONTACTS:	
Internal:	▪ Case Management Team
External:	<ul style="list-style-type: none"> ▪ Law Enforcement Officers ▪ Parents/ Caregivers ▪ Guardians ▪ Children ▪ Non-Profit Organizations ▪ Service Providers