



# Psychologist

## Terms of Reference

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The HER Lab Program, by the Global Give Back Circle, is seeking a compassionate and experienced psychologist to join its team, dedicated to working closely with young women in West Pokot and Samburu. The selected Psychologist will play a crucial role in providing mental health support, counseling, and guidance, aiding program participants in coping with the stresses and pressures of academic life, trauma, personal development, and the transition to adulthood. Additionally, the Psychologist will offer support to the staff working with these participants.

**About the HER Lab Program:** Through scale-up of the Global Give Back Circle HER

Lab model, we will implement programming designed to increase participation in dignified and fulfilling work for adolescent girls / young women in rural Kenya. It is more than a program focused on the economic empowerment, skills development, and poverty alleviation of Kenya's most marginalized adolescent girls/young women through workforce success and entrepreneurship. It addresses a holistic approach to HER journey to dignified and fulfilling work and does so by positioning her as a catalyst for the economic empowerment of an entire community. It teaches her how to be the best version of her own story, but also guides her on how to use the power of her storytelling voice for bold advocacy and policy influencing. It nurtures her leadership strengths by heightening her self-awareness. She explores the attributes of her role model mentor and identifies the strong, empowered woman within her.

This position offers a unique opportunity to make a significant impact on the lives of young women, helping them navigate critical stages of their personal and economic journeys. The HER Lab Program is committed to fostering a supportive and inclusive environment for both participants and staff.

### Key Responsibilities

- **Individual Counseling:** Provide one-on-one counseling sessions to young women and staff in our program.
- **Group Counseling:** Facilitate group therapy sessions and support groups to create a safe and nurturing space for students to share their experiences, learn from each other, and develop coping strategies.

- **Crisis Intervention:** Be available for crisis intervention and immediate support when participants are in acute distress or facing critical situations and collaborate with appropriate authorities when necessary.
- **Education and Workshops:** Organize and lead workshops, seminars, and educational programs on mental health topics relevant to women in the program
- **Resource Referral:** Connect students with relevant resources both within the organization and in the broader community, such as medical professionals, support groups, and other mental health services.
- **Documentation:** Maintain accurate and confidential records of counseling sessions, assessments, and progress notes, ensuring compliance with ethical and legal standards.
- **Collaboration:** Collaborate with other members of the organization's team, including learning facilitators, mentors, and managers, to provide holistic support to participants
- **Research:** Contribute to the development of research initiatives and program evaluations related to the mental health and well-being of young women in the program
- Develop and implement mental health and wellness programs tailored to the needs of young women and staff working with the participants.
- Support the program staff with strategies for effectively assisting participants.
- Conduct assessments and provide feedback to improve program outcomes.

#### **Qualifications:**

- A bachelor's degree or higher in psychology from an accredited institution.
- Knowledge of ethical guidelines and standards in psychology and counseling.
- Commitment to maintaining strict confidentiality and ethical standards.
- Proficiency in relevant software and technology for record-keeping and reporting.
- Proven experience in counseling, particularly with young women or women from marginalized communities
- Strong understanding of the mental health challenges faced by young women in rural and marginalized communities
- Excellent communication and interpersonal skills.
- Ability to work effectively in a team and independently.
- Cultural sensitivity and awareness, particularly within the context of West Pokot and Samburu.

#### **How to Apply**

You can join our team by making your application [here](#).