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| **Title:**  | STAFF PSYCHOLOGIST |
| **Generic Function:**  |  |
| **Code:** | MS21400 |
| **Level:** | 7 | **(E)** |

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| **Position in the Organization** |
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| **Reports to (Hierarchical):** | Staff Psycho-social Support Activity Manager/Staff Health Responsible/ Project Medical Referent  |
| **Reports to (Functional):** | Staff Psycho-social Support Activity Manager / Staff Health Responsible/ Project Medical Referent / Medical Coordinator/ PSCU OC  |
| **Job Family:** | Paramedical |
| **Supervises (Function):** |  |

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| **Main Purpose** |
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| Providing psychological support to staff according to MSF principles, standards and procedures, in order to improve the staff well being at work.  |

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| **Accountabilities** |
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| * Carrying out psycho-education sessions to raise awareness amongst staff about mental health and well being at work
* Providing individual psychological support to staff according to MSF protocols in order to improve their mental health condition
* Providing group psycho-social support to staff according to MSF protocols in order to improve their mental health condition
* Provide trainings to staff on various MHPSS topics relevant to increase understanding of staff psychosocial support needs and coping mechanisms
* Mapping the external Mental health resources for referral
* Refer staff to other professionals when needed: staff health responsible, GP, psychotherapist, psychiatrist
* Ensuring that all staff information is kept confidential.
* Collecting and monitoring data about individual and group activities and reporting to PMR/medical coordinator/ staff health responsible
* Collaborating with other staff health profiles according to needs + informing on individual cases needing specialized care.
* When relevant, share global issues of the staff needing attention with coordination team
* Take active part in trainings, supervisions/interventions with other staff support positions. Discuss difficulties and problems in counselling with supervisor.
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| **MSF Section/Context Specific Accountabilities** |
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| **Requirements** |
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| **Education** | Master's Degree in Clinical Psychology (5 years)  |
| **Experience** | * Essential: 2 years’ experience, minimum, as a Psychologist
* Desirable: Previous experience with MSF or other NGO’s in developing countries
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| **Languages**  | Mission language essential. Local language desirable  |
| **Knowledge** | Desirable: Computer literacy (word, excel and internet)  |
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This job description may be amended in line with the activities or evolution of the Mission.

By signing, the employee acknowledges that he/she has read, understood and accepted this document.

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| **Employee Name/ Surname** |  |
| **Place and date:** |  |

Signature of the employee:

*(To be signed in two copies, one for the employee and one for the employer)*

**MSF is a civil society initiative that brings together individuals committed to the assistance of other human beings in crisis. As such MSF is by choice an association.
 Each individual working with MSF does it out of conviction and is ready to uphold the values and principles of MSF.**