

**JOB DESCRIPTION: CONSULTANT CLINICAL PSYCHOLOGIST,  
PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN**



**ABOUT SNEHA**

A secular, Mumbai-based non-profit organization, SNEHA believes that investing in women's health is essential to building viable urban communities. SNEHA is 450+ person strong, innovative and progressive organization that works on health and nutrition in urban slum pockets with women and their families. SNEHA follows the life-cycle approach to health and nutrition, by intervening at critical junctures (adolescence, preconception, conception, pregnancy, postnatal, infancy and toddlerhood, family planning) to ensure improved health and nutritional outcomes for women and children living in some of Mumbai's most vulnerable and deprived slums and in the Mumbai Metropolitan Region (MMR) as well.

SNEHA recognizes that, in order to improve urban health standards, our initiatives must target both care seekers and care providers. We work with communities residing in informal settlements to empower women and communities to be catalysts of change in their own right and collaborate with existing public health systems and health care providers to create sustainable improvements in urban health. We have currently multiple programs running across SNEHA which are Maternal and Child Health, Empowerment, Health and Sexuality of Adolescents, Public System Partnership, Prevention of Violence against Women and Children, SNEHA Shakti, Palliative Care and Livelihood Generation.

**ABOUT THE PROGRAM ON PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN**

SNEHA's Program on Prevention of Violence against Women and Children (PVWC) aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilise communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritizes enhanced co-ordination of the state response to crimes against women through a convergence approach that works with government and public systems to reinforce their roles in assuring basic social, civil and economic security.

**VIOLENCE AGAINST CHILDREN**

SNEHA is a new project on 'Ensuring children's safety and well-being by building an ecosystem of non-tolerance to violence against children – a socioecological approach with the involvement of children, parents and community members'. The project will be nested under a flagship program of SNEHA known as SNEHA Centre program. This program is being implemented in 4 clusters of Govandi comprising of approximately 4000 households with a focus on improving the health and nutritional status of children younger than six years of age, women and adolescents. The programme is an integrated family centric model where in women facing domestic violence are supported with counselling, legal and psychological support services. This new initiative will work on two major pillars of intervention: (1) Primary prevention and (2) Comprehensive service-delivery. The primary prevention component will entail community outreach, group-based workshop with children to enable them to talk about difficult issues in their lives, and sessions with parents focusing on efficient parenting and integrating gender socialisation as a part of understanding parenthood. The service-delivery component will entail establishing counselling and mental health services for children undergoing any form of abuse or violence. Mental health interventions will include art-based and play therapy for children to build their confidence and self-expression. The project will interface with government and non-government organisations to build networks and referral mechanisms for addressing issues of abuse and violence against children.

**THE PROFILE**

The Counselling Psychologist will provide crisis and counselling interventions to children reporting abuse or violence at the counselling centre. The role will involve psychological testing, administration of a battery of tests that help in diagnosis of psychological, personality and clinical disorders. The role entails case work interventions ascertaining the prognosis of the child's situation and defining the intervention plan with reference to counselling and mental health interventions to be

followed up. The clinical psychologist requires in-depth knowledge on therapeutic interventions and will work closely with the counselling psychologist for ascertaining the treatment and intervention plan for the child. The incumbent also contributes to the development of the organisation's and program's vision and achievement of its goals.

The foundational requirement for this position is that they are able to show genuine enthusiasm and a sense of caring for the needs of children. They must demonstrate specialised knowledge and possess expertise in the specific issues that a child may face, and know how to deal with them in the most effective manner. They must possess Knowledge of psychological theory and practice, an ability to relate to and empathise with a range of people, good team working skills, excellent communication skills, demonstrate sensitive listening and questioning skills.

The Coordinator will directly report to the Associate Program Director for day-to-day functioning and implementation of the work. For development of the project, the coordinator will report to the Program Director.

**LOCATION** - Govandi & Mankhurd

**DUTIES & RESPONSIBILITIES:**

1. Providing counselling interventions to children undergoing abuse or violence
2. Providing crisis interventions to children undergoing abuse and requiring immediate attention
3. Conducting clinical assessment by interviewing children, looking at their medical records and clinical observations
4. Administering psychological testing to diagnose psychological, emotional or behavioural disorders
5. Designing behaviour modification programs after diagnosing the problem of the child
6. Devising, developing, and implementing therapy or treatment for individual children
7. Understanding the impact of trauma on account of abuse or violence and incorporating different psychometric methods for improving a child's condition
8. Helping children and their parents define goals and planning a course of action to achieve those goal.
9. Observing, monitoring and testing the right therapy for its effectiveness
10. Maintaining accounts and keeping records of a client's progress
11. Coordination with counselling and community teams to ensure comprehensive care to children
12. Coordination with the Psychiatrist, Lawyer or referral to Occupational or Speech therapist as per the need.
13. Steer the workshops organised for children to facilitate meaningful discussions
14. Co-facilitate sessions with parents especially on topics of child care, mental health of children and development of psychological milestones in children
15. Develop modules for workshops with children and sessions on parenting for their parents
16. Training the team members on gaining understanding on psychological issues of children
17. Maintain documentation required in the project; preparation of tables and charts in Word, Excel and PowerPoint.
18. Participation in and contribution to the other activities and events of the PVWC Program.
19. Supporting the transfer of knowledge and implementation of the project in all sites of the

**Finance, Human Resources, and Administration**

- Assist in preparing the monthly budget for activities at the counselling center
- Ensuring that voucher submission and accounting timelines are done on time

**Shared Responsibilities of all Senior Team Members**

In addition to the essential duties and responsibilities listed above, all team members are expected to contribute to the following shared responsibilities:

- Participate in team planning processes.
- Participate in programmatic and team review and evaluation processes.
- Contribute to organizational and strategic planning processes.

#### **QUALIFICATIONS AND EXPERIENCE**

1. Educational qualification: Master's Degree or higher in a relevant field (Counselling Psychology or Mental health) from a recognised institution.
2. At least 3 years work experience in the area of clinical psychology
3. Experience in development projects (health, violence, gender) an advantage.
4. Experience of working in a community setting is preferred.
5. Effective training skills and excellent communication skills, including documentation.
6. Well-versed in database management, data collection, MS Excel, Word, PowerPoint.
7. Oral and written command of English and Hindi.

#### **MANAGERIAL (LEADERSHIP) COMPETENCIES**

1. Strong skills of testing, assessment and therapy
2. Effective coordination with team members: setting clear expectations, tracking progress and communicating information people need on their jobs.
3. Ability to collaborate with a variety of stakeholders in the field.
4. Work according to the ethical standards of the project and the organisation.

#### **PERSONAL ATTRIBUTES**

1. Commitment to gender equality.
2. Achievement mind set to accomplish project goals.
3. Effective communication, personal, and interpersonal skills.
4. Sound values and work ethics.
5. Open to diversity and respect for everyone.

#### **APPLICATIONS**

Applications to be sent via email to [damini.pandey@snehamumbai.org](mailto:damini.pandey@snehamumbai.org) with Subject line: "Consultant Clinical Psychologist"