



Refugee Law Project



School of Law, Makerere University
A Centre for Justice and Forced Migrants

Job Description

Position Title:	Clinical Psychologist
Reporting To:	Programme Manager, Mental Health and Psychosocial Wellbeing
Location:	Kampala, Uganda
Workstation:	Refugee Law Project Office, Kampala

Role Purpose:

The Clinical Psychologist will be primarily responsible for conducting comprehensive psychological assessments and diagnosing a range of mental health conditions among clients. Based on these assessments, the role involves developing, implementing, and monitoring individualized and/or group treatment plans, including the provision of evidence-based psychotherapeutic interventions tailored to clients' needs.

In addition, the Clinical Psychologist will play a key role in coordinating care by liaising with other professionals and relevant mental health units or service providers to ensure a holistic and integrated approach to Mental Health and Psychosocial Support (MHPSS). This includes making appropriate referrals, participating in multidisciplinary case management, and ensuring that clients receive timely, high-quality, and ethically sound services.

Key Performance Areas

KPA 1: Direct Client Support

1. Conduct comprehensive psychological assessments to diagnose emotional, behavioural, and mental health conditions using a combination of clinical interviews, direct observation, and standardized psychometric tools.
2. Develop and implement individualized and/or group, evidence-based treatment plans that are responsive to the specific needs, contexts, and vulnerabilities of clients.
3. Provide a range of psychotherapeutic and counselling services, including individual, group, family, and household-based sessions, ensuring culturally sensitive and trauma-informed care.
4. Monitor and evaluate client progress on an ongoing basis, adjusting treatment plans as necessary, including through follow-up sessions and home visits where appropriate.
5. Collaborate with multidisciplinary teams, including psychiatrists, social workers, and other healthcare providers, to ensure coordinated and holistic care for clients.
6. Maintain accurate, up-to-date, and confidential client records in line with professional, ethical, and legal standards.

Key Performance Area (KPA) 2: Interventions' Documentation and Archiving

1. Maintain an up-to-date, accurate, and comprehensive client database, ensuring proper data entry, management, and secure storage in line with confidentiality and data protection standards.



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2. Support the adoption, adaptation, and/or development of appropriate psychosocial and psychological assessment and intervention tools, ensuring they are contextually relevant and evidence-based.
3. Lead and actively participate in the analysis of client data to generate insights that inform programme design, service delivery, and continuous improvement of MHPSS interventions.
4. Document significant change stories and case studies that effectively capture and communicate the impact and transformation resulting from MHPSS services among refugees and host communities.
5. Contribute to the development and piloting of innovative mental health and psychosocial support approaches to enhance service delivery and respond to emerging needs.
6. Prepare and submit timely, high-quality, and evidence-based intervention reports, including monthly, quarterly, and annual reports, in line with organizational and donor requirements.

Key Performance Area (KPA) 3: Community-Related Engagements

1. Provide psychoeducation to clients, their families, and caregivers on mental health conditions, treatment options, and effective coping strategies to promote recovery and resilience.
2. Deliver timely and appropriate crisis intervention services, including psychological first aid and stabilization support, for individuals experiencing acute distress or emergencies.
3. Lead and participate in the facilitation of review, supervision, and mentorship meetings with community-based structures, including community workers and teachers, to strengthen capacity in identifying and responding to mental health and psychosocial needs.
4. Plan, organize, and facilitate trainings, workshops, and continuous learning sessions for staff to enhance their technical competencies and ensure alignment with current best practices and emerging trends in mental health and psychosocial support (MHPSS).

Key Performance Area (KPA) 4: Advancement of Knowledge through Research, Documentation, and Advocacy

1. Contribute to and actively participate in research initiatives aimed at generating rigorous evidence on mental health and psychosocial wellbeing among refugees, forcibly displaced persons, and host communities. This includes supporting data collection, analysis, and the development of evidence-based findings and recommendations to inform policy, programming, and advocacy.
2. Undertake independent and collaborative research and contribute to the publication of findings in peer-reviewed journals, policy briefs, and other professional platforms.
3. Develop and maintain a robust documentation and archival system to systematically capture, organize, and preserve research outputs, reports, and related materials, ensuring institutional learning and continuity.
4. Participate in national, regional, and international forums addressing mental health and psychosocial wellbeing as a cross-cutting issue, with the aim of promoting RLP's work, sharing knowledge, and advocating for the rights and wellbeing of marginalized and displaced populations.



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5. Produce accessible knowledge products, including blogs, articles, and social media content (e.g., Twitter/X and Facebook), to disseminate key insights and amplify the impact of programme work.
6. Collaborate with other teams and programmes within RLP to ensure the integration of mental health and psychosocial considerations across all areas of programming and advocacy.

Key Performance Area (KPA) 5: Professional Development, Supervision, and Staff Wellbeing

1. Provide psychological consultation services to MHPSS staff, multidisciplinary professionals, and partners to strengthen clinical decision-making and ensure the delivery of high-quality mental health and psychosocial support services.
2. Participate in and provide structured reports on workshops, webinars, conferences, and other professional learning events related to mental health and psychosocial support, ensuring continuous professional development and up-to-date practice.
3. Support the design, coordination, and delivery of trainings, seminars, and information sessions on mental health and psychosocial wellbeing, aimed at strengthening the capacity of staff, partners, and community stakeholders to effectively respond to the psychosocial needs of beneficiaries.
4. Lead the planning and coordination of support supervision processes for staff and partners, with a focus on mitigating vicarious trauma, enhancing staff wellbeing, and maintaining high standards of MHPSS service delivery.
5. Actively participate in internal and external support supervision sessions organized within and outside the organization to promote reflective practice and continuous improvement.
6. In liaison with the Programme Manager, develop, implement, and periodically review a personal self-care and wellbeing plan (quarterly) to ensure resilience, effectiveness, and sustained professional performance.

Qualifications and Experience

- A Master's degree in Clinical Psychology from a recognised institution.
- Alternatively, a Bachelor's degree in Psychology combined with a relevant postgraduate diploma and specialised training in mental health, with a minimum of ten (10) years of relevant professional experience.
- A Diploma in Psychiatry or Advanced Diploma in Psychology, with specialisation in Child Psychology, Counselling Psychology, and/or Trauma-Informed Care, will be an added advantage.
- A minimum of five (5) years of relevant experience working in humanitarian settings, or equivalent experience in trauma-informed care and mental health and psychosocial support (MHPSS) programming.