

Clinical/Counselling Psychologist (mat leave cover) – 9 month fixed term contract

Location:	Helen Bamber Foundation, 26 - 30 Westland Place, London N1 7JH
Responsible to:	Clinical Lead/Director of Therapy
Hours:	1-2 days per week (0.2 FTE up to 0.4 FTE based on operational needs, i.e. 7.5 - 15 hours a week)
Salary:	£44,084 p.a. pro rata
Start date:	March 2026
Contract length:	9-month contract with a possibility of a further 3 month extension
Benefits:	Annual Leave: 27 days plus bank holidays (increasing to 29 days after three years of service, and to 30 days after five years of service) plus up to 4 discretionary days for the winter closure period Winter closure period: two week winter closure period where the charity is closed Pension: 4% matched contribution by the Helen Bamber Foundation Group Monthly group Clinical supervision for all staff Three days of wellbeing leave to be taken at short notice in each calendar year (pro rata for part-time staff) Occupational health assessments as necessary to understand how we can support and make reasonable adjustments Training and learning opportunities Employee assistance programme which includes counselling service, wellness advice, legal and money advice

BACKGROUND

“Our society will be judged by how we respond to those to whom we owe nothing.”

Helen Bamber OBE

Vision: All survivors of trafficking, torture, and extreme human cruelty have safety, freedom, and power.

Purpose: Together with survivors, partners and supporters we change systems by taking action and bearing witness so that all survivors of trafficking and torture can access recovery and protection

Mission:

- Combining lived and learned expertise the Helen Bamber Foundation Group puts the Human Rights of survivors of trafficking, torture and extreme human cruelty at the centre of everything we do. **Together we rebuild lives.**
- We and change the systems that further traumatise, isolate and fuel the exploitation of survivors. **Together we challenge.**
- We lead and enable improvements to best practice and policy in the UK and Globally based on evidence from lived and learned expertise. **Together we transform.**
- We host and partner with others to maximise collaboration in pursuit of safety, freedom and power for all survivors of trafficking, torture and human cruelty. **Together we are stronger.**

The Helen Bamber Foundation, founded in 2005 by the pioneering human rights advocate Helen Bamber, was created to reflect the evolving global patterns of violence and persecution. Helen Bamber, who entered Bergen-Belsen Concentration Camp in 1945 as part of one of the first rehabilitation teams, recognised that all survivors of extreme violence—regardless of the perpetrator—require safety, legal protection, and medical and emotional support. Today it is a specialist clinical and human rights charity that works with people seeking asylum and refugees who are Survivors of trafficking, torture and other forms of extreme human cruelty.

In 2020, the Helen Bamber Foundation joined forces with Asylum Aid (established in 1990) to form the Group. Asylum Aid specialises in providing legal representation to vulnerable individuals seeking asylum, focusing on the most complex cases including survivors of trafficking, children, and stateless people. Asylum Aid is a leading actor in strategic litigation and advocates for policy and systemic changes to remove barriers to protection and justice. Asylum Aid maximises its impact by providing training and working in partnership with other organisations.

Today, the Helen Bamber Foundation's unique Model of Integrated Care (MoIC) provides holistic support encompassing therapy, legal advocacy, medical treatment, and practical assistance, helping survivors rebuild their lives with safety, freedom, and dignity. Using our expertise we drive best practice and systems change to deliver for all survivors. Our specialist team of therapists, doctors and legal experts hold an international reputation for providing therapeutic care, medical consultation, legal protection, and practical support. **The Helen Bamber Foundation is committed to safeguarding vulnerable adults and children.**

We are innovative, ambitious and compassionate. The bravery and resilience of our clients is an inspiration to all the team at Helen Bamber Foundation Group, which comprises Helen Bamber Foundation and Asylum Aid. We believe that all Survivors should have safety, freedom and power to rebuild their lives.

Equity, Diversity & Inclusion

Our commitment to principles of equity, diversity and inclusion is an integral part of our approach to our clients, our volunteers and our staff, and we are an equal opportunities and Living Wage employer.

We are committed to attracting and recruiting diverse candidates because we are keen to make sure that all our staff, trustees, volunteers and ambassadors reflect the communities we serve and the wider community we work in.

We genuinely welcome and encourage applications from candidates from range of backgrounds, especially people of colour, people with disabilities, people from low socio-economic backgrounds, refugees, stateless people and others with lived experience of forced migration or trauma who are under-represented in our organisation.

We recognise and value the role of lived experience in meeting the needs of our clients and acknowledge the under-representation of people with lived experience of forced migration, statelessness and trauma in the refugee and migration sectors. We value experience gained overseas as well as in the UK and you will receive full training to enable you to transfer your knowledge and skills to the UK context.

OVERVIEW OF THE ROLE

As a Clinical/Counselling Psychologist, you will report directly to the Clinical Lead and support them in providing a comprehensive range of therapeutic interventions to clients of HBF.

This role will include delivery of highly specialised psychological assessments for both medico-legal and clinical purposes, provision of appropriate evidence-based therapies, delivery of clinical supervision to staff, and where relevant, supervision of assistant and/or trainee clinical psychologists on final year specialist placements. At times, the role may include input into policy, research and fundraising and delivery of consultancy and training.

We are looking for someone who is committed to working therapeutically with people who experienced human rights abuses and post-migration stressors and present with trauma spectrum disorders, depression, and anxiety as a result. In addition to proven experience in working therapeutically with this client group, the candidate will have a passion for human rights work beyond the individual client work, and a desire to contribute to effecting change at a policy level. This role requires the ability to react and respond creatively and appropriately to the needs of the charity.

MAIN DUTIES AND RESPONSIBILITIES

- Working closely with the Clinical Lead to ensure the delivery of a range of evidence based psychological therapies to clients of the Helen Bamber Foundation, including individual and
- To provide specialist psychological assessments and deliver individual and group-based psychological therapies to clients.
- To liaise with other non-statutory and statutory organisations on matters of clinical care, social needs, and policy.
- Where appropriate, to train in the preparation of medico-legal reports and to contribute to the preparation these reports.

Where applicable:

- To provide internal and external training, where relevant.
- To supervise other staff or trainees. This may include trainee clinical psychologists, assistant psychologists, research assistants or non-clinical staff.

- To input into case studies, policy and position statements with other members of the Helen Bamber Foundation.
- To promote the work of the Helen Bamber Foundation at conferences and other events.

PERSONAL PROFESSIONAL DEVELOPMENT

- Performance Review and Personal Development Planning.
- Access to a wide range of resources and training internally.

Your responsibilities:

- Ensuring your continuing professional development requirements of the Health and Care Professions Council and other governing bodies.
- Working within the expectations of relevant governing professional bodies.
- Ensuring you are up to date with relevant literature and research relevant to the client group and attend appropriate training as agreed with your line manager.

PERSON SPECIFICATION

The successful candidate will be a clinical or counselling psychologist who is passionate about working with people who have experienced migration and human rights abuses, delivering evidence-based therapies for Posttraumatic Stress Disorder and other mental health problems, as well as understanding the unique social and political context our clients are living in and the effect of this on their psychological wellbeing.

Please note that the individual working in this post will be exposed to material of a highly traumatic nature and will hear and read about extreme human cruelty.

Essential

- To have successfully completed a recognized doctoral level training in Clinical or Counselling Psychology (DClinPsy or DCounsPsy) and to have completed a range of clinical placements during training.
- To be registered with the Health and Care Professions Council (HCPC).
- To have experience working with clients with PTSD and other trauma spectrum disorders.
- To have experience working with individuals who have experienced multiple traumatic events, developmental trauma and/or have a clinical presentation suggestive of 'complex' PTSD.
- Experience and commitment to delivering therapy for the treatment of PTSD using trauma focused CBT, EMDR, or Narrative Exposure Therapy.
- To have demonstrable experience in providing other evidence-based therapies for common mental health problems.
- To have experience in assessing individuals from a range of cultural or ethnic backgrounds.
- Experience working with interpreters.
- Experience of, and commitment to, multidisciplinary team working.
- Experience of providing clinical supervision.
- Working knowledge of the legal, political and social issues in the human rights, asylum & refugee, and health sectors.
- Exceptional organizational skills with experience of managing multiple tasks and prioritizing effectively.

- Accuracy and excellent attention to detail.
- Good interpersonal and team working skills, with an ability to work independently and seize opportunities.
- Computer literate and confident in using all MS Office software.
- Understanding of, and commitment to, the objectives of Helen Bamber Foundation and Young Roots.
- To take responsibility for self-care in the face of regular exposure to highly emotive or traumatic material.

Desirable

- At least one year's post qualification experience.
- To have experience working in the non-statutory sector.
- Prior experience of working with asylum seekers, refugees or survivors of trafficking in a clinical context.
- Experience of presenting at conferences or other events.
- Experience of providing training.

APPLICATION PROCESS

The first stage is to complete on our online application form on our website by **Monday 1st December at 10am.**

The website form will ask you to:

1. Upload your current CV
2. Upload a short covering letter. Please tell us why the position appeals to you, and how your relevant skills and experience, including any voluntary experience and lived experience, matches the listed responsibilities and person specification. Please also state in your covering letter when you would be available to start the role.
3. Complete an online Equal Opportunities monitoring form – completion of this form will help us ensure that our recruitment procedures operate in such a way as to provide genuine equality of opportunity. The questions are entirely optional and this information will not be available to members of the selection panel.

SELECTION PROCESS

We will candidates to an in-person interview on **Wednesday 10th December 2025**. We will also ask you to complete a short exercise on the day.

ELIGIBILITY

Please note that the successful candidate must have the right to work in the UK (as a small charity we do not have the capacity to sponsor work visas).

Successful candidates will also be subject to a DBS check. This role will require disclosure of both the adult and child barring lists. If appointed, you will also be required to give your consent to the charity to receive

regular updates on your criminal records status throughout your employment and to disclose any relevant convictions incurred during your time with us.

ADJUSTMENTS

We are committed to providing reasonable adjustments throughout our recruitment process and we'll always endeavour to be as accommodating as possible. If you require a different format of the application form, such as large print or Word format, or if you would like to discuss any specific requirements, please get in touch with us at jobs@helenbamber.org.

EXPERTS BY EXPERIENCE SUPPORT

We are also proud to be a member of the Experts by Experience Employment Network (www.ebeemployment.org.uk), which aims to increase representation of people with lived experience in the charitable sector.

If you are an expert by experience (a refugee or a migrant with direct, first-hand experience of issues and challenges of the UK asylum or immigration system), you can ask for an independent and confidential support for your job application from the Experts by Experience Employment Network and access other information and resources at <https://www.ebeemployment.org.uk/ebe> which may help in preparing your job application. (www.ebeemployment.org.uk).

