WESTERN CHILD AND ADOLESCENT HOSPITAL

CAREER OPPORTUNITY

Applications are invited from suitably qualified persons for the position of:

PSYCHOLOGIST (HPC/ALH 3)

One (1) Position

(Salary Scale $5,863,044 - $6,969,317) per annum

The **Western Child and Adolescent Hospital,** under the Western Regional Health Authority (a Statutory Body under the Ministry of Health & Wellness) is currently seeking to employ **one (1) Psychologist (HPC/ALH 3).** Under the direct supervision of the Senior Medical Officer the Psychologist is responsible for leading, organising and managing both the administrative and technical functions related to the Department. This includes monitoring and evaluating the development and implementation of programmes, treatment plans and initiatives by the relevant Units to meet the needs of patients while ensuring that they are in keeping with established policies and procedures.

KEY RESPONSIBILITIES WILL INCLUDE:

- Develops, formulates and implements personalized interventions, treatment plans, therapeutic processes and management plans for patients.
- Identifies psychological, emotional or behavioral issues in patients.
- Conducts assessments and evaluations of patients by making assessments and interpretations based on biopsychosocial evaluations, psychometric tests, semi-structured interviews, therapy sessions, and neuropsychological assessments to determine diagnosis and treatment needs.
- Treats patients using appropriate treatment methods in keeping with the patient's diagnosis.
- Intervenes in case management assigned to the Psychologists that they may complex or cases in which the patient is not responding to treatment.
- Integrates psychological tests and treatment methods to achieve the best method of care.
- Assesses patients' risk, considering their mental health and social needs when performing interventions.
- Communicates clearly orally and in writing with patients and other parties regarding performing interventions to ensure that the intervention is understood and supported.
- Utilizes various treatment methods such as psychotherapy, behaviour modification, stress reduction therapy, and psychodrama.
- Helps patients define goals and plan action to achieve personal, social, educational and vocational development and adjustment.
- Monitors patient's progress through planned sessions; and measures the effectiveness of interventions and implements changes required.
- Collaborates with other healthcare providers to evaluate the medical and physical condition of patients.
- Oversees the delivery of occupational and speech therapy services by ensuring that different programme plans are developed, implemented and monitored.
- Ensures the maintenance and safe storage of program materials, resources and patient information, and all other pertinent documents.
- Maintains confidentiality of patients' treatment and records in accordance with the Authority's policy.
- Participate in clinical training seminars and mentor assistant psychologists, psychology students, and interns on-site.
- Provides leadership and guidance to direct reports through effective planning, delegation, communication, coaching, training and mentoring.
- Monitors and evaluates the performance of direct reports; prepares performance appraisals and recommends or initiates appropriate actions where necessary.
- Take steps to address the welfare and training/development needs of staff supervised and make recommendations as required.

- Make provisions for direct reports to have sufficient and appropriate physical resources to enable them to undertake their duties efficiently and effectively.
- Ensures that the staff supervised is aware of and adheres to the policies, procedures and regulations which guide the operations of the Authority.
- Disseminate information to staff regarding changes in policies, procedures and other matters to ensure that high levels of compliance are maintained.
- Participates in the recruitment of staff for the Unit and recommends promotion.
- Recommends disciplinary action, leave and staffing arrangements for direct reports.
- Plans and conducts departmental meetings, attends and participates in general staff meetings.
- Leads the development of the Department's annual operational/unit plan and budget.
- Prepare and submit reports as required.
- Prepare and submits individual work plans and coordinates and facilitates the review and submission of direct report work plans.
- Represents the organization at local, regional and national levels as required.

SPECIAL CONDITIONS ASSOCIATED WITH THE JOB:

- May be required to work beyond normal working hours, weekends and public holidays.
- May be exposed to severe or complex cases.
- May be required to wear protective gear.
- May be required to conduct home visits.

QUALIFICATION & EXPERIENCE:

- MSc. Degree in Clinical/Counselling Psychology.
- Five (5) years of experience in a similar capacity.
- Experienced with specialist psychological assessment and treatment of a wide range of mental health problems of varying severity and complexity.
- Certification in supervisory management.
- Any requisite license required to practice.

SPECIFIC SKILLS/KNOWLEDGE REQUIRED:

- Excellent written and oral communication skills.
- Excellent interpersonal and listening skills.
- Highly analytical mind set and critical thinking skills.
- Empathy and sensitivity when dealing with patients.
- Excellent organization coordination problem solving skills and techniques.
- In depth knowledge of mental, psychological, emotional or behavioural problems and treatment and intervention.
- Ability to conduct psychological therapies, risk assessment and training.
- Knowledge of crisis management and intervention, and the ability to handle psychological crises and de-escalate situations.
- Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions.
- Knowledge of human behaviour, development and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioural and affective disorders.

Application letter along with a detailed resume should be sent no later than

September 30, 2026 to:

The Manager, Human Resource Management and Development
Cornwall Regional Hospital
P.O. Box 900
Mt. Salem
Montego Bay, St. James
Email: wcahjobs@wrha.gov.jm

ONLY SHORTLISTED APPLICATIONS WILL BE CONTACTED