



CALL FOR A CLINICAL SUPERVISOR AT MENTAL HEALTH UGANDA.

Introduction:

Mental Health Uganda (MHU) is an indigenous, non-governmental, membership-based disabled people's organization; organization of people with mental disability. . MHU was established in 1997 and formally registered as a national NGO in 2001. MHU is based in all regions of the country and works for equal access to services and opportunities for people with mental health issues. MHU is the biggest organization of people living with mental health conditions in Africa with over 25,000 members.

MHU, in partnership with Mental Helse Ungdom of Norway, is implementing a Five-year (2025-2029) project titled **"Amplifying the Voices of Young People with Mental Health Issues in Uganda"**. It focuses on two broad objectives; (i) Improved realization of human rights by persons with disabilities (Human Rights) and, (ii) Improved usage and availability of inclusive health and rehabilitation services and practices by persons with disabilities (Health & Rehabilitation). The project is operating in 04 regions of Uganda, in 6 districts of Uganda namely; Kanungu, Mbarara, in Western, Kampala/ Wakiso in Central, Soroti in Eastern and, Lira, Gulu in Northern Uganda.

Context and purpose for a clinical supervisor :

Counsellors play a vital role of promoting the mental wellbeing of people with or at risk of mental health conditions. Counsellors also encounter complex client issues that expose them to mental health problems if not well managed in time and professionally. A clinical supervisor is one of the best practices recommended for helping counsellors deal with the demands of their work, remain productive and mentally stable. There are several theoretical perspectives that justify clinical supervisors for counselors. Some of these include;

1. Burn out theory (Maslach and Jackson,1981)- Burnout theory proposes that chronic stress, emotional exhaustion and lack of personal accomplishment can lead to burnout. Counsellors are at risk of burn out due to chronic stress and emotional exhaustion. A clinical supervisor can mitigate these by providing professional support and care.
2. Compassionate fatigue theory (Figley, 1995)- Compassionate fatigue theory suggests that counsellors can experience emotional exhaustion, decreased empathy and reduced ability to cope with stress due to repeated exposure to clients' trauma. A clinical supervisor can provide support and self-care strategies that address compassionate fatigue.
3. Self-care theory (Myers and Sweeney, 2005)- Self-care theory emphasizes the importance of counsellors prioritizing their own physical, emotional and spiritual wellbeing. A clinical supervisor can promote self-care practices and provide a safe space for emotional expression.
4. Supervision theory (Bernard and Goodyear, 2014) emphasizes the importance of regular supervision for counselors to; enhance clinical skills and knowledge, address challenges and difficulties, receive support and guidance, develop professional identity and confidence. A clinical supervisor can provide safe and non-judgmental space for supervision.
5. Social Support theory (Cohen and Wills, 1985)- this theory proposes that social relationships and support from others can help individuals cope with stress and maintain wellbeing. Social support can

come from colleagues and peers, supervisors, family and friends. A clinical supervisor can provide emotional support, guidance and connection for counsellors.

Based on the above context, the clinical supervisor will provide professional support to mitigate burn out, compassionate fatigue, guide self-care practices, technical/clinical supervision and social support to counsellors. This role is expected to improve the counsellors' mental wellbeing and productivity leading to improved usage and availability of inclusive health and rehabilitation services and practices by persons with psychosocial disabilities.

Profile of the clinical supervisor :

- The ideal candidate should possess a Master's in Clinical Psychology or Counselling Psychology, with at least 8 years of clinical experience working with individuals with mental health conditions.
- Experience working with CSOs in providing services to persons with Psychosocial issues or managing projects focused on mental health.
- Strong knowledge and experience in MHPSS in Emergencies and well-versed knowledge and practice in best practices for integrating MHPSS into primary healthcare settings.
- The candidate should also have demonstrated leadership skills, clinical supervision expertise, and experience in program development.
- Proven experience in training and capacity-building for national staff and partners is required.
- Key Attributes include a client-centered approach, flexibility, cultural competency, adaptability, and a passion for innovation in the mental health field.
- Technology proficiency in Microsoft Office Suite, AI tools, and other relevant digital platforms to support the smooth operation of mental health programs.

Job Title: Clinical supervisor

Reporting to: MHU Executive Director and copy in the Program Manager

Responsible for: Staff (Counsellors)

Work station: Kampala

Contract type: This is treated as a consultancy with initial contract of 2 years. Upon review of the performance, the contract may be extended.

Working hours: Minimum of 1 day (8:00am-5:00pm) per week, but also available for the counsellors on call.

Payment terms: Quarterly payment (subject to 6% WHT) commensurate with experience, knowledge and skills

Start date: As soon as possible

Application process:

Interested individuals should send an application letter and curriculum vitae indicating how they fit into this role/position (whole application should not exceed 6 pages), **not later than 4:00pm on Tuesday 31st March 2025** via email to mhu@mentalhealthuganda.org - subject line is "clinical supervisor". **DO NOT send academic documents** – heavy files containing academic documents or submitted as images. Submissions after the deadline shall not be considered. **Only shortlisted candidates will be contacted.**

Note:

MHU promotes zero tolerance for discrimination/harassment based on gender, sexual orientation, sexual identity, religious beliefs, etc. All staff and volunteers shall adhere to strict guidelines to facilitate "silent" inclusion. Staff and volunteers also adhere to safeguarding provisions – a set of procedures and practices designed to ensure that no harm comes to project beneficiaries because of contact with MHU's programs, operations or individuals. Reasonable accommodation may be provided to applicants with disabilities upon request, to support their participation in the recruitment process.