**Title of Position**: Mental Health Therapist for Problem Management Plus (PM+)

**Location**: Institute of Psychiatry, Benazir Bhutto Hospital Rawalpindi

**Hours of work**: Full-time (40 hours per week)

**Duration of Contract**: 1 year (initial 3-month probation period), with the possibility of extension

**Salary**: PKR 60,000

**Reports to**: Project’s Program Manager

**Overview**:

We are seeking a motivated Mental Health Trainer (Problem Management Plus - PM+) to join our research team at the IMPACT Research Office at the Institute of Psychiatry (IOP), Rawalpindi. IOP is an academic unit of Rawalpindi Medical University (RMU) and a tertiary mental health care facility at the Benazir Bhutto Hospital, Rawalpindi. The IOP collaborates with national and international organizations on various mental health projects.

The Mental Health Trainer will join the Global Health Research Team on Mental and Physical Comorbidity, working on multiple projects in collaboration with the University of York and Hull York Medical School, UK. The trainer will primarily be involved in the Problem Management Plus (PM+) project, which aims to train frontline workers and non-specialist providers in delivering structured psychosocial support to individuals affected by mental health challenges.

This role offers an opportunity to contribute to capacity building in mental health by training and supervising non-specialist providers, ensuring high-quality implementation of PM+, and enhancing the accessibility of evidence-based psychological interventions in humanitarian and low-resource settings. The trainer will play a key role in cascading PM+ training, mentoring frontline workers, and supporting the integration of PM+ into community-based mental health services.

**Job Responsibilities**:

The job responsibilities will include but will not be limited to:

1. Provide structured psychosocial support using the Problem Management Plus (PM+) intervention to individuals affected by mental health challenges.
2. Deliver evidence-based psychological therapies and interventions in line with PM+ principles.
3. Conduct individual and group therapy sessions, ensuring culturally appropriate and ethical care.
4. Participate in Training of Trainers (ToT) sessions and cascade PM+ training to frontline workers.
5. Supervise and mentor non-specialist providers, ensuring fidelity to the PM+ intervention model.
6. Support the development of training materials, manuals, and job aids for PM+ implementation.
7. Engage with community health workers, primary care staff, and NGOs to expand mental health service delivery.
8. Conduct pre- and post-training assessments to evaluate the effectiveness of PM+ training.
9. Contribute to the monitoring and evaluation of PM+ implementation and its impact on mental health outcomes.
10. Maintain detailed records of therapy sessions, training activities, and supervision sessions.
11. Collaborate with academic institutions, government agencies, and non-governmental organizations for mental health capacity building.
12. Stay updated with the latest research and best practices in evidence-based mental health interventions. Working to meet project timelines, progress, planning activities, and providing reports to supervisors at the Institute of Psychiatry, Rawalpindi, and the University of York, UK.
13. Upholding office decorum and adhering to ethical codes of conduct.
14. Undertaking additional responsibilities within the scope of the position, as allocated by supervisors or investigators.

**Eligibility and Specifications:**

|  |  |
| --- | --- |
| Qualifications |  |
| Bachelor’s or Master’s degree in Clinical Psychology, Counseling Psychology, Psychiatry, Social Work, or a related field.  | Essential |
| Certification or prior training in evidence-based psychological interventions such as Cognitive Behavioral Therapy (CBT), PM+, or other structured interventions. | Desirable |
| Knowledge |  |
| Strong understanding of applied mental health research methods, particularly in low-resource and humanitarian settings. | Essential |
| Knowledge of psychological interventions, including PM+, CBT, or other structured therapy models | Essential |
| Familiarity with the mental health challenges commonly faced in humanitarian crises and low-resource settings | Essential |
| Knowledge of implementation research and mental health capacity-building approaches. | Desirable |
| Understanding of supervision and training methodologies for non-specialist mental health providers. | Desirable |
| Skills, abilities, and competencies |  |
| Highly developed communication and facilitation skills for training, mentoring, and stakeholder engagement.  | Essential |
| Ability to train and supervise frontline health workers in structured psychological interventions. | Essential |
| Competency in conducting both individual and group therapy sessions. | Essential |
| Ability to monitor and evaluate training effectiveness using qualitative and quantitative methods. | Essential |
| Strong writing and documentation skills for training manuals, research publications, and reports. | Essential |
| Proficiency in MS Office, Statistics and Conferencing software (Zoom) | Essential |
| Experience in developing and implementing community-based mental health programs. | Desirable  |
| Ability to contribute to research proposals and mental health program development | Desirable |
| Experience |  |
| Experience in delivering psychological therapies and structured interventions | Essential |
| Experience in training and supervising non-specialist providers or mental health professionals. | Essential |
| Experience working in community mental health, humanitarian settings, or low-resource contexts. | Desirable |
| Prior experience in implementation research or mental health program evaluation | Desirable  |
| Personal attributes |  |
| Commitment to ethical research and culturally appropriate mental health care. | Essential |
| Attention to detail and commitment to high-quality service delivery | Essential |
| Collaborative ethos and ability to work with multidisciplinary teams. | Essential  |
| Interest and enthusiasm for mental health capacity building and intervention research. | Essential |
| Ability to plan and prioritize work effectively to meet deadlines. | Essential |
| Willingness to work proactively with colleagues across institutions and organizations | Essential |
| Commitment to personal development and continuous learning in mental health interventions. | Essential |
| Willingness to uphold and promote principles of equity, diversity, and inclusion. | Essential |
| Ability to accept, give and build on feedback for personal development | Essential |

**Application Process:**

To apply, please submit the following documents through email to administrator\_rgmo@rmur.edu.pk with the Subject: \*Candidate Name\* **Mental Health Therapist-PM+ Application**.

* A cover letter outlining your interest in the position and relevant experience
* An updated CV/resume
* Application form downloaded from the RMU website (job sections: <https://rmur.edu.pk/jobs/>)
* Contact Information of 3 references

**Application Deadline:**

The Institute of Psychiatry will accept applications submitted by midnight Monday **\*28th Feb 2025\***.