



HELEN BAMBER FOUNDATION

Clinical or Counselling Psychologist- Hummingbird Partnership

Job Description
August 2026



OUR HISTORY AND PURPOSE

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.

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. Asylum Aid is a wholly owned subsidiary of the Helen Bamber Foundation.

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.



ABOUT US

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

Mission:

- **Support:** Using our Model of Integrated Care and legal expertise, we protect survivors from persecution, re-trafficking, exploitation, and abuse.
- **Collaborate:** Working with individuals with lived experience and key partners, we tackle systemic challenges facing survivors, train practitioners, and promote best practices to support more people.
- **Advocate:** Drawing on our unique expertise, we drive policy and systemic changes to improve access to protection and uphold the human rights of survivors.

“I feel worth now when I am around other people. I don’t constantly worry what others may think of me and whether they are judging me... I feel like a human being. I feel like I’m catching up on life.”

A client of the Helen Bamber Foundation



Our Values:

Principled: We are outraged at the injustices that survivors of torture, trafficking and human cruelty face in securing safety and in rebuilding their lives and we work respectfully to address them.

Determined: We are Human Rights Advocates committed to securing justice for all survivors and will not stop until we have done so.

Welcoming: We maintain a safe, warm environment for individuals, groups and professionals to connect, to recover and to contribute.

Collaborative: We work holistically with individuals, through our Model of Integrated Care, and in partnerships with other organisations, to ensure the greatest impact on all survivors of torture, human trafficking and human cruelty.

Innovative: We respond and evolve according to the needs of the individual, the community and to ensure necessary change across the sector in the UK, Europe and Globally.

Expert: We are a Centre of Excellence, providing experienced and professional support, advice and information in our work with individuals, partners and government.

EQUITY, DIVERSITY AND 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.

ABOUT THE ROLE

OVERVIEW OF THE ROLE

The Helen Bamber Foundation is a busy charity supporting asylum seekers, refugees, victims of human trafficking and other human rights violations. 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 looking for a Clinical Psychologist to join the therapy team working within a partnership jointly run between the Helen Bamber Foundation and the Hummingbird Project. The Hummingbird Project supports young asylum seekers and refugees (some of whom are unaccompanied in the UK) with practical support and a group-based programme.

As a Clinical Psychologist within the HBF/Hummingbird partnership, you will report directly to the Senior Clinical Psychologist working within the project, and the Director of Therapy at the Helen Bamber Foundation responsible for the service. You will support them in providing a comprehensive range of therapeutic interventions to clients of the Hummingbird Project. This role will primarily include delivery of highly specialised psychological assessments for both clinical and medico-legal purposes, and lead the delivery of wellbeing group sessions for young people aged 14-25. There may also be the opportunity for the delivery of 1:1 evidence-based therapies and supervision of assistant psychologists, where required. 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 young people seeking asylum or who have refugee status, who experience trauma spectrum disorders and other psychological difficulties as a result of surviving human rights abuses, separation from family, and/or post- migration stressors. 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. This role requires the ability to react and respond creatively and appropriately to the needs of both charities. If required (based on level of previous experience), you will be expected to attend the Helen Bamber Foundation office in London for up to three weeks during your first few weeks to attend inductions and other trainings (your travel costs will be met).

MAIN DUTIES AND RESPONSIBILITIES

- Under the supervision of senior clinicians at the Helen Bamber Foundation, you will work independently to ensure the delivery of a range of evidence based psychological therapies to clients of the Hummingbird Project.

- Provide specialist psychological assessments to clients of the Hummingbird Project (at their office).
- Deliver a fortnightly wellbeing group (hours of the group are 4pm-7pm) at the Hummingbird Project offices.
- Where required, deliver evidence-based psychological therapies, including trauma-focused therapy for Hummingbird Project clients.
- Supervise junior staff (if required). This may include trainee clinical psychologists, assistant psychologists, and research assistants.
- Liaise with other non-statutory and statutory organisations on matters of clinical care and policy.
- Monitor the effectiveness of the interventions provided and provide feedback to funding bodies in the form of data and reports (as required).
- Promote the work of the Hummingbird Project/the Helen Bamber Foundation at conferences and other events (if required).

PERSONAL PROFESSIONAL DEVELOPMENT

- Ensure your Continuing Professional Development requirements of the Health and Care Professions Council and other governing bodies.
- Work within the expectations of relevant governing professional bodies.
- Ensure you are up to date with relevant literature and research relevant to the client group of the Hummingbird Project and attend appropriate training as necessary.
- Ensure you put in place self-care measures whilst working in an environment with exposure to traumatic material.

Other

- Maintaining the values of the charity and positively promoting the work and activities of the charity at all times
- Undertaking any task that may be requested from time to time that may be consistent with the nature and scope of this post
- Championing diversity and inclusion in your role at all times.

PERSON SPECIFICATION

The successful candidate will be a clinical or counselling psychologist who is passionate about working with survivors of human rights abuses, delivering evidence-based therapies for posttraumatic stress disorder and other mental health problems, for young people, as well as possessing an understanding the unique social and political context our clients are living in and the effect of this on their psychological wellbeing. They will be highly motivated and able to work independently.

Essential

- Commitment to Helen Bamber Foundation's values and mission.
- Have successfully completed a recognized doctoral level training in Clinical Psychology (DClinPsy) or Counselling Psychology and to have completed a range of clinical placements during training.
- To be registered with the Health and Care Professions Council (HCPC) (or be in the process of registration if newly qualified, as long as you can demonstrate successful completion of all aspects of your doctoral programme).

- Have experience in working with young people with PTSD (Post-Traumatic Stress Disorder) and other trauma spectrum disorders, ideally young asylum seekers or refugees.
- Have experience in working with individuals who have experienced multiple traumatic events, developmental trauma and/or have a clinical presentation suggestive of 'complex' PTSD.
- Have experience of delivering groups to young people.
- Have experience of delivering evidence-based therapy for the treatment of PTSD using trauma focused CBT (Cognitive Behavioural Therapy), EMDR (Eye Movement Desensitisation and Reprocessing), or Narrative Exposure Therapy.
- Have experience in assessing and providing evidence-based therapies to individuals from a range of cultural backgrounds, and through interpreters.
- Have experience of, and commitment to, multidisciplinary team working.
- Have a 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.
- Understand and Implement trauma-informed practice and systems
- 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 the Helen Bamber Foundation and the Hummingbird Project.

Desirable

- To have worked in, or successfully completed a training placement, in a specialist trauma setting.
- Experience of providing clinical supervision.
- Experience of working in the non-statutory sector.

Please be aware that that we work with individuals who have experienced highly traumatic events, and it is likely that you will hear or read about extreme human cruelty and resulting mental health challenges during the course of your work. This is challenging for everyone, and we encourage you to share any difficulties you are facing with your line manager who will be able to direct you to appropriate resources to support you. Whilst you will be supported by your line manager and the surrounding team, you should also be able to demonstrate knowledge of self-care principles needed to manage working in such a work environment and be able to collaborate in the dissemination of those principles to other members of the team.

REPORTS TO

You will report to the **Director of Therapy and Senior Clinical Psychologist**

SALARY

£45,000 p.a. pro rata

HOURS

0.2 FTE (7.5 hours a week)

Thursday (may consider Wednesday)

5-month fixed contract until **19th March 2027**

NB this will involve working until 7pm every other week to facilitate a regular group (working adjusted hours with a later start time).

LOCATION

Brighton (Hummingbird office)

START DATE

01st October 2026

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



Wellbeing support

Three wellbeing days a year (pro-rated for PT staff), a confidential 24/7 helpline through our Employee Assistance Programme, a 2 week winter-closure period, free fruit in the office, weekly free Yoga in the office, a corporate eyecare scheme and much more!



Training & development

An individual training budget on training for you and monthly Lunch and Learns with external and internal speakers



Employer pension contributions

We provide competitive pension contributions of 4%



Group reflective space

We plan to offer monthly group reflective spaces for all staff.



Reasonable adjustments

Occupational health assessments as necessary to understand how we can support and make reasonable adjustments



Family friendly policies & work life balance

We care about your wellbeing and encourage flexible working arrangements to promote a healthy work-life balance. We also provide enhanced maternity, paternity, adoption, family reunion and shared parental leave



Sabbatical Leave

Opportunity to apply for sabbatical leave after three years of service (conditions apply)



Employee experience

We have an Equity, Diversity, Inclusion and Belonging Working Group, monthly staff meetings, and three staff away days a year!

HOW TO APPLY

The first stage is to complete on our online application form on our website **by Monday 7th September 2026 by 10:00am.**

We reserve the right to close applications early should we receive sufficient applications for the role. Please state in your covering letter when you would be available to start the role.

The website form will ask you to:

- 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. This information can be shared in one of four different ways:
 1. Written A4 (No more than 2 sides of A4)
 2. PowerPoint (No more than 3 slides)
 3. Audio recording (No more than 5 mins) *
 4. Video Recording (No more than 5 mins) *

* if you send in your cover letter in one these formats, please do not upload this to our website but email it to jobs@helenbamber.org.

- Upload your current CV
- 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.

TIMELINE

Closing date: **7th September 2026 at 10:00am**

Interviews : **23rd September 2026**

SELECTION PROCESS

We will invite successful candidates to attend at interview on **23rd September 2026**.

We offer a guaranteed initial interview for refugees, stateless people and others with lived experience of forced migration, provided that they can provide some evidence of the relevant experience or skills in relation to the essential criteria.

We regret that we can only respond to applicants who make it to the interview stage.

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 would like to discuss any specific requirements, please get in touch with us at jobs@helenbamber.org.

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).

SAFER RECRUITMENT

As an organisation, we are committed to creating and fostering a culture that promotes safeguarding and the welfare of young people and adults at risk. Our safer recruitment practices support this by ensuring that there is a consistent and thorough process of obtaining, collating, analysing and evaluation information from and about candidates to make sure that all persons appointed are suitable to work with our children and adults. The recruitment and selection of our people will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

Successful candidates will also be subject to suitable references and 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. You will also be subject to a public online search.

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 refugee and migrant 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 seek independent and confidential support with your job application from the Experts by Experience Employment Network. They can help you in preparing your job application by providing one-on-one mentoring support to review your CV, cover letter or provide interview preparation. To request job application support or general one-to-one career advice and mentoring, please click [here](#).

STATEMENT ON ARTIFICIAL INTELLIGENCE (AI) AND RECRUITMENT

At Helen Bamber Foundation we don't make decisions based on artificial intelligence (AI). We have a human approach to hiring and all applications are reviewed and assessed by our team.

Similarly, what we are most interested in hearing about is your individual motivation, experience, skills and values. AI doesn't know about you or what motivates you – we want to hear from you.

AI may be a helpful tool, but typically leads to generic answers repeated by multiple candidates, not stand out applications. Please make sure that your responses reflect your own thoughts and experiences.

TO FIND OUT MORE

To find out more about this role, please contact jobs@helenbamber.org.

“There are times when you despair in our ability to make any sort of difference. But I say to people that we are all part of a mosaic. We can all be influential in our own fields and ways.”

Helen Bamber, OBE (1925 - 2014)

Helen Bamber Foundation
Charity Number: 1149652
helenbamber.org

