



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 127-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and six District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

We invite applications for the following position:

CLINICAL PSYCHOLOGIST

Salary range: CI\$95,460 – CI\$128,388 per annum

The Mental Health department provides services to children, adolescents, adults and elderly persons. Services include 24-hour emergency care and crisis intervention, in-patient and out-patient care, consultation and liaison services, forensic services, community outreach, public education, and research. Within the eight-bed in-patient, psychiatric nurses and an occupational therapist provide specialized medical treatment for acutely disturbed patients.

Primary Responsibilities: The successful candidate provides professional psychological services including consultations, individual therapy for patients with emotional and behavioural challenges, assessments, testing, diagnosis, and treatment to the general population. The candidate also consults/coordinates care with other service providers to enhance treatment outcome for patients. Provides awareness about psychology and mental health issues via written materials (e.g., pamphlets, articles), meetings with interested parties such as lectures/interviews. The successful candidate provides supervision to psychology master's level students and Psychologists working with adolescents. Participate in (or conduct) research and program evaluation to understand and enhance services.

Qualification & Experience: The successful candidate must have a Doctoral degree in Clinical Psychology and possess a minimum of three (3) years' professional experience working in the related field. The candidate must have both theoretical and practical experience in the population of psychotherapeutic interventions. A working knowledge of administration and interpretation of psychological testing, test construction and statistical analysis are essential. The candidate must also hold a valid license from either of the seven (7) jurisdictions; Jamaica, Canada, USA, United Kingdom, New Zealand, South Africa, Australia as specified in the Health Practice Law, Cayman Islands. The ability to work well within a multidisciplinary team is essential.

A remuneration and benefits package, commensurate with experience and qualifications will be offered to the successful candidate.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to hsa.jobs@hsa.ky using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application Deadline: February 8, 2026

Committed to Caring for You



JOB DESCRIPTION

Job Title: Clinical Psychologist Reports To: Consultant Psychiatrist
 Job Holder: Cost Centre:

JOB PURPOSE

To provide individual psychological evaluations, testing, therapy, and psychotherapy sessions with in-house, external providers, agencies and referrals as required. Post holder consults and coordinates care with other service providers to enhance treatment outcome for patients under the supervision of Doctoral staff

DIMENSIONS

- A. No staff report to the post holder, but the post holder is sometimes asked to provide supervisory services. The latter would depend on availability and appropriate insurance coverage.
 - B. The post holder has no budgetary responsibilities.
 - C. The post holder's schedule varies depending on the demand for testing vs. therapy vs. other responsibilities, the demand for short vs. long sessions, and the availability resources such as office space and testing materials. This means duties performed and the number of clients seen can vary considerably. When office space and testing materials are appropriately available, the post holder has offered approximately 35 Psychological Evaluations and 400-800 Psychotherapy sessions or other patient contact per year, offered consultation services to in-house and external providers and other agencies, and provided referrals to other agencies as appropriate. The post holder has also helped maintain the testing inventory and has, until recently, been primarily responsible for ordering test materials used by the child psychologists. These orders tend to be placed two to four times per year, with orders requiring several thousand dollars annually. The post holder may determine whether a minor requires emergency detention for safety and may admit same. The post holder may be called upon as an Expert Witness at Court. The post holder may develop (or help develop) pamphlets and articles for public education on child mental health issues. The post holder may provide lectures and workshops for other agencies and/or participate in 2 research projects per year.
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PRINCIPAL ACCOUNTABILITIES

	% Time
1 Provide individual therapy for patients who have emotional and behavioral challenges, with some supportive services.	50
2 Provide psychological assessments for diagnostic and treatment purposes.	35
3 Consult/coordinate care with other service providers to enhance treatment outcome for patients.	10-13
4 Provide awareness about psychology and mental health issues via written materials (e.g., pamphlets, articles), meetings with interested parties such as lectures/interviews.	2-5
5 Participate in (or conduct) research and program evaluation in order to understand and enhance services.	As needed

ORGANISATION CHART

HEAD OF DEPARTMENT (HEAD PSYCHIATRIST)

PSYCHIATRISTS-PSYCHOLOGISTS-COMMUNITY NURSES-CLERICAL OFFICER

BACKGROUND INFORMATION

The post holder, although contracted through the Cayman Islands Health Services Authority, works out of the Department of Psychiatry and Behavioral Services. Thus, the post holder, through the provision of professional psychological services, primarily contributes to the delivery of mental health programs to clients of the Psychiatry service. This post holder also serves on the Senior Staff team for this department and helps develop general policy both for the department and the Psychology staff.

KNOWLEDGE, EXPERIENCE AND SKILLS

The post holder must have a Doctoral degree in Clinical Psychology and three (3) years professional experience working in the related field. The post holder should have both theoretical and practical experience in the application of psychotherapeutic interventions such as cognitive-behavioral therapy and non-pharmacological treatments like behavior modification techniques. Furthermore, a working knowledge of developmental stages in children and adult psychopathology is essential.

The post holder must have a working knowledge of administration and interpretation of a variety of commonly used psychological tests, test construction, and statistical analysis. These tests should include intellectual, personality, and learning measures, and may include neuropsychological measures.

The post holder must be able to motivate and communicate effectively, both orally and in writing, and have basic computer/word-processing skills.

ASSIGNMENT AND PLANNING OF WORK

Referrals will be from several sources, including the professional staff of the Psychiatry Department, Government and private physicians, the Court, the Department of Children and Family Services, public and private schools, and individual self-referrals. The post holder is responsible for determining the nature of the intervention required, including developing treatment plans and providing treatment and/or assessments of various types (e.g., interview, observation, formal testing, etc.); when appropriate, the post holder may refer clients elsewhere to receive needed services. Subsequent to assessments, the post holder produces a written report of the findings and offers consultation to the patient/guardian regarding results; the report is also provided to the referring party and other stakeholders with the guardian's consent.

SUPERVISION OF OTHERS

This is not currently a supervisory position due to other demands and the need to ensure adequate insurance coverage; however, this may change in future.

OTHER WORKING RELATIONSHIPS

Internal working relationships include liaison with Psychiatry and other Hospital Services, Physicians, School Counselors, and Social Workers to ensure the most efficient use of

professional services and the proper implementation of recommendations resulting from psychological assessments.

External working relationships include liaison with private mental health and ancillary services providers, community agencies, Principals and teachers from private schools, and members of the community at large who contact the psychologist for information and guidance on a variety of issues.

The post holder must maintain Licensure and an active membership or relationship with a Psychological Association or body in order to suitably keep abreast of new developments in the field.

DECISION MAKING AUTHORITY AND CONTROLS

The Psychologist – Doctoral Level has full and sole responsibility for making professional decisions regarding the type of assessments and tests used. The post holder is also responsible for the diagnosis and subsequent outpatient treatment provided to patients suffering from emotional, behavioral, or mental disorders. The post holder determines whether a referral to an outside agency or an emergency admission may be better suited to the client's needs. The post holder would seek direction from the Consultant Psychiatrist on administrative, medication, and inpatient matters.

PROBLEM/KEY FEATURES

The post holder must be sensitive, and make adaptations accordingly, to the fact that many tests developed in North America or Britain may be culturally biased.

While continuing education is required for licensure, there are limited opportunities for obtaining sufficient and relevant courses locally, and limited funding and time for obtaining the same overseas. Supervision for new procedures is also affected.

There can be difficulty obtaining testing materials in a timely manner, regardless of when orders are placed.

Office sharing required in the last year due to insufficient rooms for staff has impacted availability to clients.

The pay, while perhaps relevant to U.S. salaries, does not reflect cost of living in Cayman, nor the demands and responsibilities of the job. This is not only detrimental to current staff, but has also impeded recruiting new staff (i.e., NO applications for the last job listing.) For example, a Doctoral-Level Psychologist at H.S.A. is paid at about the same as an Educational Psychologist (a job with typically a Master's Level entry position, far more restricted duties, and usually exclusively internal reports) and far below the Forensic Psychologists (i.e., who reportedly are compensated with CI\$108,000 plus fully paid pension) even though the Doctoral-Level Psychologist at H.S.A. has broader duties and responsibilities (e.g., external reports, serving as an Expert Witness, licensure requirements.)

While the post holder can conduct emergency detentions to the Inpatient Psychiatry Unit or other place of safety as Medical Officer, training for same has not occurred as the post holder does not usually take call/emergency cases except under unusual circumstances.

Although demand for client contact and the complexity of cases has increased, the post holder is sometimes put in the position of having to do many things reasonably well, rather than being allowed to focus on a doing a few things very well. This is both an issue of access to training and focus of practice. While some of it may be unavoidable

due to the size of the country and the department, it may ultimately become problematic because private providers are allowed to develop specialty niches (e.g., anxiety, autism spectrum disorder, animal assisted therapies, etc.)

Additional staff and expanded services are required to keep up with client needs and decrease external referrals.

WORKING CONDITIONS

Suitable office space must be provided to allow for multiple treatment approaches; the treatment and observation of active, young children; storage and administration of testing materials; family meetings; and administrative work such as test scoring and computer-based reporting/note writing.

An adequate testing library needs to be maintained and replenished in a timely manner.

Access to relevant professional journals and training to aid in keeping abreast with new developments in the field is important

A separate waiting room for children/families may be helpful to avoid children being exposed to frightening or inappropriate interactions.

Better sound proofing of rooms would be helpful to protect confidentiality and increase patient comfort in sessions.

The current layout of ducts in the ceiling allows both sounds and smells to travel not just from other offices within this department, but also from other departments. This is both distracting and concerning (e.g., confidentiality.)

Approved by:	HOD/MD	
Date approved:	October 19, 2022	
Reviewed:	October 17, 2022	
Next Review	<i>October 19, 2024</i>	
Employee's signature:		<i>Date:</i>
Manager's Signature		<i>Date:</i>