



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 four 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:**

**PSYCHOLOGIST (Masters-Level)**

**Temporary position (6-month Assignment)**

**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 Master's 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](mailto:hsa.jobs@hsa.ky) using pdf format. Log on to our website at [www.hsa.ky](http://www.hsa.ky) to access Application Form and Job Description.**

**Deadline for post: February 8, 2026**

*Committed to Caring for You*



## Job Description

<b>Job title</b>	<i>Psychologist</i>	<b>Job Holder</b>	
<b>Reports to</b>	<i>HOD, Mental Health</i>	<b>Section</b>	<i>Mental Health Department</i>

### Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents and visitors of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 127-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Health care can also be obtained at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

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.

### 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

- No staff report to the post holder, but the post holder is sometimes asked to provide light supervisory services. The latter would depend on availability and appropriate malpractice insurance coverage.
- The post holder has no budgetary responsibilities.
- 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 will provide approximately 35 Psychological Evaluations and 400-800 Psychotherapy sessions or other patient contact per year, offer consultation services to in-house and external providers and other agencies as feasible, and provide referrals to other agencies as appropriate.

- The post holder helps maintain the testing inventory and helps with ordering test materials used by the adult and child psychologists.
- The post holder may determine whether a minor requires emergency detention for safety and may admit same in collaboration with a psychiatrist. The post holder may be called upon very occasionally 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 in house and for other agencies and/or participate in research projects.

### **Duties, Roles and Responsibilities**

- Provides individual therapy for patients who have emotional and behavioral challenges, with some supportive services.
- Provides psychological assessments for diagnostic and treatment purposes.
- Consult/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.
- Participate in (or conduct) research and program evaluation in order to understand and enhance services.

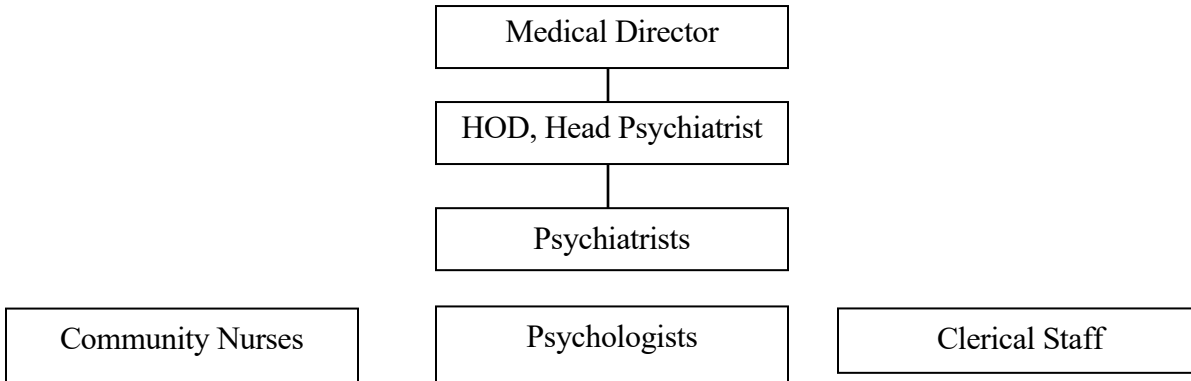
### **Qualifications, Experience & Skills Requirement**

The post holder must have a Master's Degree in Psychology with PHD/PsyD doctoral degree in completion stages. 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.

## Reporting Relationship



## 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 relationship with a Psychological Association for continuing education purposes. The psychologist is required to maintain their licensure with an approved licensing body. Currently the Cayman Islands is not providing licensing.

## Decision Making Authority and Controls

The Psychologist – Masters level has 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 in collaboration with the senior psychologist.

The post holder would seek direction from the Consultant Psychiatrist/Clinical Psychologist on administrative, medication, and inpatient matters as appropriate.

## 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.)

Work often requires long hours of engagement in intra operative patient care

### **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.

Office sharing will be required due to insufficient rooms for staff currently and psychologists will be allowed to work from home at times with approval.

<b>Approved by:</b>	<i>Dr. Delroy Jefferson, Medical Director</i>
<b>Date approved:</b>	<i>8<sup>th</sup>, July 2020</i>
<b>Reviewed:</b>	
<b>Next Review</b>	<i>30 January 2024</i>
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	