Terms of Reference: Psychologist (Consultant), Sri Lanka

Position: Psychologist (Consultant), Sri Lanka

Start date: Early October 2026

Term: Part-time/Limited Availability (2-3 days per week) - 6 months consultancy contract with possible renewal

Location: Colombo, Sri Lanka (Hybrid)

Remuneration: Competitive

About iProbono

iProbono is a global group of organisations with a mission to enable people to access their rights in pursuit of a just society. It is a UK-registered charity and a company limited by guarantee – with a strong presence across South Asia (Bangladesh, Sri Lanka, Nepal and Pakistan), an administrative hub in the UK and a cooperative relationship with iProbono (India) Legal Services which is registered in India.

We are driven by the belief that justice must be inclusive. We do this by representing people in need, strengthening the impact of civil society and advocating for policies that promote equality and end discrimination.

The focus of work in Sri Lanka is equality law, with an emphasis on the rights of the LGBT+ community, women and children.

About the Role

This role sits within iProbono's programme team and provides psychological expertise across our client facing work, our training and legal empowerment sessions, and our internal ways of working. The Psychologist Consultant will provide direct psychological support to clients referred by iProbono's lawyers, and will work closely with the legal team to ensure that intake, casework, and training processes are trauma informed in practice, not only in principle. The role also has an internal facing function, supporting the wellbeing of consultants who are regularly exposed to distressing case material, and building the organisation's broader capacity, through training and internal guidance, to work sensitively with people who have experienced trauma.

Key Responsibilities

- Provide direct support to clients flagged by iProbono's team or panel lawyers as needing psychological support, including in cases involving gender based violence, child abuse, or violence related to sexual orientation or gender identity. This includes screening, brief support, safety planning, and referral to external providers where needed.
- Review iProbono's legal clinic protocols and intake processes, and recommend how to embed trauma informed practice throughout.
- Design and deliver training for lawyers and partner organisations on trauma informed interviewing, secondary trauma, and referral pathways.
- Support the wellbeing of iProbono's own team, and panel lawyers, including debriefing and burnout prevention for those regularly exposed to distressing case material.
- Develop internal guidance on when and how the team should escalate a client for psychological support, with appropriate confidentiality and safeguarding practice.

Qualifications and Experience

- Postgraduate/ Master's degree in Psychology, Clinical Psychology, or Counselling Psychology, as a minimum.
- Registered and licensed to practise as a psychologist or counsellor in Sri Lanka.
- Demonstrated experience working with trauma exposed populations, ideally including survivors of gender based violence, child abuse, or violence related to sexual orientation or gender identity.
- Experience providing clinical supervision, debriefing, or staff wellbeing support is an advantage.
- Experience designing or delivering training to non clinical audiences, such as lawyers or social workers, is an advantage.

Skills

- Strong clinical judgement and ability to work independently as a consultant, including safe screening and referral decisions without close day to day oversight.
- Ability to communicate clinical concepts clearly to non clinical audiences, including lawyers and legal support staff.
- Sound understanding of confidentiality, consent, and safeguarding principles, including where clinical and legal processes intersect.
- Cultural sensitivity and understanding of the Sri Lankan context, including local referral pathways for psychological and psychiatric care.
- Comfortable working with sensitive and potentially distressing case material.

Application

Please email your CV and a short cover letter to global.recruitment@i-probono.com using the following subject in your email: **SL Psychologist**. The deadline for the applications is **Friday, 4 September 2026.**

iProbono is committed to the safety and protection of children, young people, and vulnerable adults (especially those who identify as LGBT+) and this role may include contact with these groups. iProbono has zero tolerance for sexual and gender-based violence. Our recruitment and selection procedures reflect our commitment to the safety and protection of children, young people, and vulnerable adults (especially those who identify as LGBT+) in our program.