

Job Description:

Company: International Medical Corps.

Job Title: CBT (Cognitive Behavioral Therapy) Trainer.

Contract type: Trainer.

Duty Station: Syria- Damascus

Number of Vacancies: 1

Application Closing Date: October 12 ,2026, 4:00PM.

Assignment Purpose: The function of is to provide CBT (Cognitive Behavioral Therapy)

Key Tasks / Deliverables: Objective1:

Self-Help Plus (SH+) Trainer — Tasks and Responsibilities

Pre-Training

- Finalize the 5-day training agenda based on mhGAP-HIG/WHO-recommended brief, structured CBT protocols for common mental disorders (depression, anxiety, stress-related symptoms)
- Adapt training materials and case vignettes to the local context (Arabic)
- Preparing and conduct pre-training knowledge/skills assessment (pre-test) During Training (Days 1–5)
- Deliver core CBT modules: cognitive model, identifying and restructuring negative thought patterns, behavioral activation, problem-solving, and relapse prevention
- Facilitate role-plays and case-based practice sessions for each core technique
- Supervise participant-led skills demonstrations with structured feedback
- Conduct daily recap/reflection sessions to reinforce learning
- Administer daily attendance tracking Post-Training
- Conduct post-training assessment and compare against baseline
- Collect training evaluation/feedback forms from participants
- Sign certificates of completion
- Submit training report (attendance, pre/post results, key observations, recommendations).
- Develop and share a follow-up/supervision plan for on-the-job coaching of trained staff

Required Qualification, Skills, and Experience :

Qualifications

- University degree in Psychology, Psychiatry, Clinical Social Work, or a related mental health field
- Certified/trained in Cognitive Behavioral Therapy (CBT), ideally through a recognized training-of-trainers program.
- Familiarity with task-sharing/low-intensity CBT delivery models for non-specialist providers is an asset
- Arabic Speaker.

Skills

- Strong facilitation and adult-learning skills, including role-play and experiential training methods.
- Ability to adapt clinical content to the local cultural and linguistic context (Arabic)
- Strong clinical supervision and coaching skills for post-training follow-up
- Skilled in participatory, competency-based training approaches
- Strong communication skills, sensitive to varying trainee backgrounds and experience levels

Experience

- Minimum 3–5 years of clinical experience delivering CBT or related evidence-based psychotherapies
- Prior experience training/supervising mental health or psychosocial staff, ideally in humanitarian or low-resource settings
- Demonstrated experience delivering multi-day training with pre/post assessment and follow-up components
- Experience working with Syrian or similarly displaced/conflict-affected populations preferred

○ **Ethical Conduct at International Medical Corps:**

As part of a global, humanitarian team dedicated to saving lives, easing suffering, and building self-reliance, International Medical Corps staff are responsible for adhering to our *Code of Conduct and Ethics* and for knowing and abiding by International Medical Corps policies and standards. All staff play a vital role in preventing violations of our *Code of Conduct and Ethics*, including conflicts of interest, fraud, corruption, and any kind of exploitation or abuse. International Medical Corps is also committed to providing a safe and healthy work environment free of harassment, bullying, and other misconduct, enabling staff to build and maintain professional, respectful working relationships.

International Medical Corps prioritizes safeguarding the populations with whom we work from exploitation, neglect, or abuse of children and adults at risk, and/or any form of trafficking in persons. International Medical Corps is committed to engaging members of crisis-affected communities to participate in meaningful ways in a crisis response, including making informed decisions about the assistance they receive, mitigating potential risks, and holding us accountable for the commitments we make. All staff are expected to support International Medical Corps' culture of accountability toward our stakeholders, particularly the crisis-affected communities and individuals we serve.

As part of International Medical Corps' commitment to a speak-up culture and as one of the primary ways we collectively hold ourselves accountable for complying with the ethical principles and standards of conduct outlined in the *Code of Conduct and Ethics*, all staff are required to report suspected or actual misconduct or violations of organizational policies. Our *Code of Conduct and Ethics* and *Whistleblower Policy* prohibit any form of retaliation against whistleblowers or individuals who report a concern in good faith. Staff who violate these protections may be subject to disciplinary action, up to and including termination of employment or contractual relationship with International Medical Corps.

○ **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status.

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction.

If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct : www.InternationalMedicalCorps.ethicspoint.com

Please do not submit your CV or application to this website; it will not be considered for review.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.

To apply for this vacancy please click on the following link and fill in the required information:

<https://enketo.ona.io/x/bPffa2zP>