

JANE GILBERT

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Profile

I am an independent Clinical Psychologist and Facilitator. My background in Clinical Psychology, international work, organisational consultancy and unique personal qualities blend extensive skills and expertise. During my 15 years as a Clinical Psychologist in the UK National Health Service I progressed to Consultant and senior management level, and became freelance in 2000. I now specialise in consultancy, cross cultural work and the design and facilitation of experiential workshops. In addition to expert clinical, interpersonal, negotiation and facilitation skills, I have a particular capacity for understanding and validating personal experience within particular cultural contexts. Consultancy experience has further honed my skills in the rapid assessment of complex environments. In particular, I am skilled in facilitating change, supporting others to generate creative solutions through active problem solving, and in creating a climate in which potentially difficult issues can be addressed sensitively and openly. In terms of personal qualities, I have a particular style, flair and enthusiasm which infuse all my work and which can both motivate and inspire others. I am adaptable, have a sense of humour, and can respond appropriately to unexpected and changing situations. My high levels of energy and dynamism are tempered by the capacity for careful planning and excellent practical organisational skills.

Key Areas of Expertise:

- Analysis and presentation of complex information and ideas succinctly and clearly, both verbally and in writing (including for publication)
- Maintaining the “big picture” and relevant detail for expert analysis, assessment and evaluation of projects, complex problems/environments and organisations
- Facilitation of change within complex environments, systems, and organisations
- Generation of practical solutions/action plans through creative, lateral thinking
- Creative design of workshops and teaching methods specific to the needs of participants and particular cultural contexts, and including the creative syntheses of other cultures and languages
- Design of culturally appropriate mental health psychological self care curricula for personnel in the public and NGO healthcare sectors
- Exceptional interpersonal, negotiation and facilitation skills in diverse cultural contexts, including team building and personal development

FREELANCE EXPERIENCE

Jan 2001 - present

Consultant Clinical Psychologist

International NGOs:

- Consultant to Community Mental Health and Wellbeing Programme, Disaster and Development Dept, Northumbria University (in partnership with UNHCR)
 1. Design and facilitation of Concepts of Care workshop, Nairobi (UNHCR staff from 7 African countries);
 2. Fieldwork/capacity building/organisational assessment UNHCR, Jordan
- DFID Mental Health and Poverty Project (Ghana, Uganda, Zambia, South Africa) - Consultant on mid term review team
- External Consultant CARE International Jordan - review of Jordan programmes for Iraqi refugees
- Convener: UK International NGOs Mental Health Forum - Psychosocial/mental health programmes in humanitarian contexts: problems, challenges and sharing good practice
- Capacity building for mental health staff and community group - Adjumani, Uganda
- Needs assessment for "Psychology without Borders" - Abbotabad, Pakistan
- Design and facilitation of training workshops on cross cultural mental health, cultural competence for INGOs

UK Consultancy:

- Associate Consultant, Health and Social Care Advisory Service (HASCAS) - Organisational consultancy (NHS Trusts); service evaluation; leadership and team building; design and facilitation of "Away Days" for mental health teams; Design of modules on psychological self care for NHS staff
- Educational Development Unit, St Martin's College - project support for national school leadership programme
- NHS and the private sector - assessment of services/systems; action planning; facilitation of change; design and facilitation of personal development programme for Mental Health Service managers.

Teaching:

- Psychology and Counselling Department University of Winneba, Ghana – Psychological Problems in Cultural Context (workshop for staff)
- Liverpool School of Hygiene and Tropical Medicine (LSHTM) - Psychological Self Care for Aid Workers(Diploma in Humanitarian Assistance)
- Institute of Child Health - Transcultural Mental Health
- Centre for Counselling and Psychotherapy Education (CCPE) - Implications of Culture, Socialisation and Language for Clinical Practice
- University of London, Institute of Community Health Sciences - Transcultural Mental Healthcare
- Lancaster University, Doctorate Programme in Clinical Psychology - Introduction to Adult Mental Health
- Staffordshire University, Doctorate Programme in Clinical Psychology - Diversity in the Context of Clinical Psychology Service Delivery

Management:

IMA International

- Design and facilitation of leadership; presentation skills; the psychology of "development"; cultural change modules

Arcadia Alive

- Team development modules

Research: UK NGOs and Mental Health: An exploratory review - Institute of Psychiatry, UK

Facilitation: Design and facilitation of "Away Days" - Community Mental Health Teams, MEDACT, World Federation for Mental Health (WFMH) - the first five international agencies Global Mental Health Advocacy Forum – Brussels

Publications: See page 6

WORK EXPERIENCE

1998 – 2000

Acting Director

Department of Psychological Services and Research
Dumfries and Galloway Community NHS Trust

- administrative and managerial tasks of Head of Department
- direct management of the Adult Service
- liaison with external agencies
- appraisal and supervision, recruitment, facilitating on going training
- Reviews of services during a period of extensive change, provision of a strategic "vision" for the department

Independent consultancy:

- Facilitating "Away Days" for a GP Practice
- Design and delivery of a workshop on "Masculinity and Conflict" in Gulu, Uganda, sponsored by PANOS UK
- Consultancy to the Africa Division of Quaker Peace and Service to review their potential input to trauma care in Africa
- Design and facilitation of Counselling Skills Course for mental health staff in Lesotho, synthesising elements of Western and Basotho culture.

1997 - 1998

Head of Adult Services

Department of Psychological Services and Research
Dumfries and Galloway Community NHS Trust

- Day to day management of the Adult Service
- Liaison with GPs and other referrers
- Supervision and integration of Counsellors newly employed in the department
- Initiation of a new team based approach within the Adult Service.

1992 - 1996

Principal Clinical Psychologist

North Lakeland Healthcare NHS Trust

- Psychologist for Penrith Community Mental Health Team
- Psychological services to all GPs in the surrounding area
- Direct input, staff supervision and consultancy to the Acute Unit.

Independent consultancy:

- The design and facilitation of "Away Days" for GP practice
- Facilitation of a support group for women GPs
- Assessment of mental health services in Uganda on behalf of "Action on Disability and Development"(ADD), report and recommendations, design of a community based programme

1990 - 1992

Clinical Psychologist - Freelance
The Gambia, West Africa

- Tutor, SRN programme, School of Nursing and Midwifery, Gambia College, Banjul.
 - Curriculum planning
 - Collation of indigenous case studies
 - Design of teaching methods to integrate Western and Gambian approaches
 - Supervision of clinical placement for students
 - Project on traditional healers and treatment of mental illness. (Report presented to the Minister of Health.)
- Consultancy to Peace Corps (American Volunteer Organisation)
 - Review of psychological stresses experienced by volunteers in their adjustment to a new culture
 - Evaluation of training programmes and recommendations for psychological input to maximise volunteers' coping skills.
- Member of Task Force at the Department of Health to review mental health programmes of other African countries
- Informal counselling for VSO volunteers.

1985 - 1990

Clinical Psychologist
NHS part time posts, births of two children (1986/87)

1982-85

Clinical Psychology Training
University of Leicester

1981

House parent (mentally handicapped adults)
Cluny Farm, Johannesburg.

1979-80

Psychology Technician
Alexandra Care and Rehabilitation Centre, Cape Town

1974-77

Music teacher (self employed)

EDUCATION

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|---------|---|
| 1964-71 | GCE "O" levels in 9 subjects. GCE "A" levels in 3 subjects. |
| 1972 | L.T.C.L Birmingham School of Music |
| 1977 | B.A. (Distinction in Psychology) University of South Africa |
| 1978 | B.A. (Hons) (2/1) Psychology University of Cape Town, South Africa |
| 1981 | M.A. (research) University of Cape Town |
| 1985 | M.Sc (Clin Psych) – Clinical Training University of Leicester, UK. |

PROFESSIONAL MEMBERSHIP

British Psychological Society (BPS) – Chartered Psychologist, Associate Fellow

BPS Professional Practice Board: Disaster, Crisis and Trauma Working Party - Member

Division of Clinical Psychology – Member

Psychotherapy Section - Member

PUBLICATIONS

- Gilbert, J. (2008) Mental Health: Culture, Language and Power. In **Global Health Watch 2**. Zed Books.
- Gilbert, J. (2007) The emotional aftermath of disaster: Cultural context and psychosocial recovery. **Bulletin of Community Mental Health and Wellbeing**. September issue.
- Gilbert, J. (2007) What is it to be human? Finding meaning in a cultural context. **The Networker (BOND)** Issue 67, 10-11.
- Gilbert, J. (2006) Boys becoming men. In **Men of the Global South**. Adam Jones (Ed). Zed Books.
- Gilbert, J. (2006) Cultural imperialism revisited: Counselling and Globalisation. **International Journal of Critical Psychology**, Special Issue: Critical Psychology in Africa, 17, 10-28.
- Gilbert, J. (2006) Two Worlds: Integration, synthesis or conflict? Psychological perspectives on cultural identity in Africa. In **Africa on a Global Stage**. Tanya Lyons & GERALYN PYE (Eds). Africa World Press Inc: Eritrea.
- Gilbert, J. (2005) Putting minds to the matter. **The Health Exchange**, Nov, 17-19.
- Gilbert, J. (2005) Psychiatrist or Psychosocial Adviser? Confusion, controversy and progress in mental health. **The Health Exchange**, August, 31-33.
- Gilbert, J. (2005) Humility helps find cultural solutions. **People in Aid Newsletter**, July, 8.
- Gilbert, J. (2005) International Responses to the Psychological Aftermath of the Tsunami Disaster: a Plea for Thoughtfulness and Care **Counselling and Psychotherapy Journal**, **16(1)**, 5-6.
- Gilbert, J. (2005) "Self knowledge is the prerequisite of humanity": Personal development and self awareness for aid workers. **Development in Practice**, **15 (1)**, 64-69.
- Gilbert, J. (2004) Staff support. In *Good Practice in Mental Health*. Jackie Pritchard & Tony Ryan (Eds). Jessica Kingsley Publishers.
- Gilbert, J. (2003) Between a rock and a hard place? Training and personal development issues for mental health service managers. **Mental Health Practice**, **16(10)**, 31-33.
- Gilbert, J. (2001) Cross cultural issues in Counselling Skills Training: Lessons from Lesotho. (Part 2) **The Health Exchange**, June, 22-24.
- Gilbert, J. (2001) Cross cultural issues in Counselling Skills Training: Lessons from Lesotho. **The Health Exchange**, April, 18-19.
- Gilbert, J. (2000) Crossing the cultural divide? **The Health Exchange**, April, 15-16.
- Gilbert, J. (1999) Responding to mental distress: Cultural imperialism or the struggle for synthesis? **Development in Practice** **9(3)**, 287-295.
- Gilbert, J. (1995) Clients as poets; reflections on personal writing in the process of psychological change. **Clinical Psychology Forum**, **75**, 3-5.
- Gilbert, J. (1994) A Gambian Experience. **Changes**, **12(3)**, 165-169.

CONFERENCE PAPERS

The emotional aftermath of disaster: Cultural context and psychosocial recovery. Dealing with Disasters Conference, Northumbria University, Newcastle, UK (July, 2007)

“Know thyself”: Experiential learning in Mental Health Education. Mental Health in Humanitarian Settings. Norwegian Council for Mental Health, Oslo (April 2007)

INGOs and Mental Health. Nuffield Foundation International Issue Based Network (April 2007)

UK NGOs and International Mental Health: An exploratory study. IMH Second Annual Conference, Institute of Psychiatry (September, 2005)

Cultural imperialism revisited: Counselling and Globalisation. 4th International Critical Management Studies Conference, Judge Institute of Management, University of Cambridge (July, 2005).

Cultural Globalisation: Impact on Training Needs. Debate speaker at Global Education and Health Exhibition, Institute of Education, London, (January, 2002).

Responding to Mental Distress. UNISOL (Universities in Solidarity for the Health of the Disadvantaged), Nairobi, Kenya, (June, 2001).

Assessment in Primary Care: Some moral issues. Annual Conference of the Association of Clinical Counsellors in General Practice, (September 1997).

The Great Juggling Act: Stress in Women's Lives. North Cumbria Women's Health Conference, (March 1997).

Need and Demand: Assessment, the Moral Dimension. Northern Region Primary Care Special Interest Group, (January 1997).

Power and the freedom to do good work. PPA Annual Conference, (April, 1995).