

VACANCY	
Job title:	Psychologist (Interns x 2) (12 month Fixed Term)
Type:	Permanent <input type="checkbox"/> Fixed Term <input checked="" type="checkbox"/> Temporary <input type="checkbox"/>
Main purpose of the job:	It is to allow interns to apply their theoretical research knowledge to hands-on activities while simultaneously being supervised by experienced researchers.
Location:	PHRU – Chris Hani Baragwanath Hospital, Soweto and Tshepong Hospital, Matlosana, Klerksdorp
Closing date:	31 October 2025
Submit detailed CV to:	vacancies12@witshealth.co.za
Advert reference number:	DM – 01 - Psychologist (Intern)
In accordance with our Employment Equity goals and plan, preference will be given to suitable applicants from designated groups as defined in the Employment Equity Act 55 of 1998 and subsequent amendments thereto.	

Key performance areas

Assist lead researcher to develop new grants and review potential new grant opportunities for scope and relevance.

- Literature review
- Communicate with relevant stakeholders.
- Gather required documentation for submission.
- Review and edit document.
- Study schema design

Develop, implement, and adhere to study design.

- Determine objectives of study
- Collaborate with research team
- Design study flow
- Develop study implementation checklist
- Monitoring and evaluation of study specific processes across different periods

Develop study specific data collection tools and standard operating procedures (SOPs) for study conduct

- Determine the purpose of the data collection tool and SOPs
- Understand the data source (individual, clinic record, observation)
- Design Case Report Forms and Source Documents
- Design an electronic data capturing instrument using REDCap or similar platform.
- Review instruments and SOPs regularly and adapt as required.
- Design training manual for completion of data collection instruments.
- Conduct training on instrument completion.
- Review completed forms or records for quality control and ensure data integrity

Conducting qualitative data collection

- Determine the purpose and best method of the data collection (individual interview, focus group, workshop, telephonic etc.).
- Develop the qualitative instrument to guide collection.
- Conduct qualitative data collection.
- Transcription and/or translation of qualitative work.
- Review collected data.

Upholding ethical and regulatory compliance

- Facilitating new ethics submissions (form completion, document collection and communication with regulatory)
- Writing study progress reports for ethics and regulatory.
- Ensuring that the study regulatory file is updated and appropriately ordered.
- Reporting protocol and study instrument amendments.
- Tracking version numbers

Perform psychometric and psychological assessments for training, performance, neurocognitive and developmental indicators

- Determine the purpose of the assessment (identify appropriate assessments and subtests for the study).
- Develop assessment processes within the study context (develop and review study specific procedures (SSP)).
- Administer assessment.
- Scoring and interpretation.
- Reporting.

Ensure that all study specific data is managed in an efficient and effective manner.

- Data collection
- Data cleaning
- Data monitoring

Develop and implement an analysis strategy for study data.

- Determine the aim of the analysis .
- Design an analysis plan specific to the aim/s.
- Conduct the analysis (qualitative and/or quantitative).
- Review analysis results.
- Interpret findings in relation to context.
- Schedule session to present results to team.
- Write-up the results

Presentation of research findings according to required format.

- Literature review.
- Manuscript design.
- Identification of appropriate journal for submission.
- Understand the audience and ensure that the primary message is effectively communicated.
- Collate necessary recourses.
- Design figures and table.
- Reference list development (using appropriate software).
- Review, formatting, editing and checking for grammatical errors

Dissemination of study findings in an appropriate manner

- Determine who the audience of the communication is.
- Determine the main message.
- Attend and present at conference/s (oral or poster presentations).
- Attend and/or develop webinars.
- Run and/or attend workshops.
- Community newsletters

Leisure time at the discretion of the intern.

Required minimum work experience

Masters' graduate

Required minimum education and training

Grade 12.

Master's in Research Psychology (or equivalent)

Desirable additional education, work experience and personal abilities

Able to work in a team, building and maintaining authentic work relationship, must be able to manage stress, must be reliable, Time management, Ownership and Accountability.

Should you be interested in applying for this vacancy, please send an email to vacancies12@witshealth.co.za.

The subject heading of the email must read **DM – 01 - Psychologist (Intern)** and the job title of position applying for. Please include the following documentation:

- A cover letter (maximum one page) that clearly states which vacancy you are applying for
- A detailed CV