

**Position: HR Trainee**

**Location: Kampala, Uganda**

**StrongMinds** ([www.strongminds.org](http://www.strongminds.org)) is a dynamic and fast growing 501(c)(3) social enterprise based in Maplewood, N.J, that focuses on one of the most underserved populations and one of the most pervasive mental illnesses in the world. We treat depression among women of all ages in Africa, where access to mental health treatment is extremely limited, and will be launching our services in Newark, New Jersey beginning in 2022.

Since its start in 2014, StrongMinds has treated over 170,000 women with depression in Uganda and Zambia. *We are the only organization scaling a solution to depression with a potential to serve millions of people in the next ten years.*

StrongMinds has earned an impressive reputation in the global mental health space. In addition to media coverage in the New York Times, Forbes, BBC World Service, and the Stanford Social Innovation Review, we are described by UK organization Founders Pledge as the most cost-effective mental health organization working in the developing world.

### **About StrongMinds Uganda**

StrongMinds Uganda (SMU), is a non-profit, non-governmental organization (Registration No.S.5914/11746) situated at Plot 30, Luthuli Rise Bugolobi, PO Box 35874, Kampala, Uganda. SMU's mandate is to improve the mental health of women in Uganda by implementing a simple, evidence-based, and cost-efficient model of group talk therapy, based on group interpersonal psychotherapy (IPT-G). SMU has field presence in Lamwo, Kotido, Mbale, Wakiso, Mayuge, Mbarara, Mukono, Kampala, and Iganga. SMU services can also be accessed virtually via \*252# and select option 10 for free counseling over the phone.

### **Job Purpose**

1. Are you passionate about HR and people management?
2. Are you seeking to grow in a rapidly changing and positive environment?
3. Are you open to learning- especially the aspects of digital and dynamic people management approaches?
4. Are you self-driven, with a positive attitude?
5. How passionate are you about mental health?
6. Are you resilient, eager to learn and open to new challenges?

**If your answers to all the above are "Yes", come join us.**

You will also be expected to model StrongMinds’ core values:

Core values	Behaviors Indicators
<p>We are people focused.</p> <p>Our clients are the top priority, and we ensure they receive the best possible care and support. Our employees matter and we enable our team to thrive. We respect all our stakeholders and treat them as equals.</p>	<ul style="list-style-type: none"> <li>▪ Puts clients’ first (internal and external)</li> <li>▪ Respect for all stakeholders</li> <li>▪ Show care and provide support to all our clients – both internal and external</li> <li>▪ Treat all stakeholders equally.</li> <li>▪ Foster a spirit of teamwork</li> </ul>
<p>We think big and act fast.</p> <p>We are passionate about achieving our bold mission. We move with urgency and focus on achieving scale. We continually find new ways to work and to solve problems.</p>	<ul style="list-style-type: none"> <li>▪ Works with urgency</li> <li>▪ Focus on achieving the Mission.</li> <li>▪ New and innovative ways of work to solve problems</li> </ul>
<p>We are data driven.</p> <p>Data is at our core. It guides us and drives our decision-making.</p>	<ul style="list-style-type: none"> <li>▪ Decision-making driven by data.</li> <li>▪ Putting data at the core of StrongMinds operations</li> </ul>
<p>We do what we say and say what we do.</p> <p>We are open and direct in our communications. We are honest in our interactions. No funny business.</p>	<ul style="list-style-type: none"> <li>▪ Open and direct communication</li> <li>▪ Honesty in all interactions</li> <li>▪ High level of integrity</li> </ul>
<p>We believe in collaboration, not competition.</p> <p>We do not compete with other mental health implementers. We welcome their contributions to achieving our mission and partner with them whenever possible.</p>	<ul style="list-style-type: none"> <li>▪ Partnership with other mental health implementers</li> <li>▪ Collaboration within teams</li> </ul>

**Education:**

- Bachelor's Degree in Human Resource management or related field



As part of a rapidly growing NGO, this role has potential for advancement. Smart, aggressive, and ambitious candidates are encouraged to apply.

**Salary:** Competitive salary commensurate with experience.

**Start Date:** Soonest.

**Job Type:** Full-time

**Schedule:** Monday to Friday

**COVID-19 considerations:**

StrongMinds strictly adheres to all CDC guidelines for Covid-19 protection.

**To apply:**

Send résumé and short cover note to [careersug@strongminds.org](mailto:careersug@strongminds.org) mentioning “HR Trainee” by November 15, 2022.