

ATTACHMENT II

TERMS OF REFERENCE

Mental Health and Psychosocial Support (MHPSS) Specialist/Contractor for iMMAP Inc. Experts deployed to hardship duty stations

Project title: Mental Health and Psychosocial Support (MHPSS) Specialist/Contractor for iMMAP Inc. Experts deployed to hardship duty stations

Duration: September 1st 2024 December 1st 2025, as a service on demand to be renewed subject to funding availability.

BACKGROUND

iMMAP Inc. maintains a global surge roster of rapidly deployable technical role profiles in the field of information management and other thematic areas, through which iMMAP Inc. provides surge capacity support to emergency operations and development programmes, through various Surge Tools, such as the Standby Partnership Programme.

The technical experts can often be assigned to difficult or dangerous environments in which they are located on a regular basis and for extensive periods. These assignments can expose them to traumatic events, high levels of stress, and difficult living and working conditions. To ensure the well-being and effectiveness of these personnel, an ad hoc Mental Health and Psychosocial Support (MHPSS) system should be in place.

iMMAP Inc. aims to provide the necessary MHPSS support to its experts assigned to hardship duty station according to iMMAP Inc.'s classification. The Global Surge Team provides referrals and availability of psychosocial care and support when required by the "expert on mission".

The Global Surge Team is seeking a Consultant and/or consultancy company able to provide on demand technical assistance and quality assurance for Mental Health and Psychosocial Support Services (MHPSS) during the implementation of the project.

OBJECTIVES

1. Provide immediate individual psychosocial support sessions on demand for a maximum of 10 individual sessions per expert per 15 months.
2. Ensuring personnel have access to mental health resources.

3. Provide 2 awareness raising sessions to inform experts on the service and to provide sensitization about stress management, critical incidents and explaining the service.
4. Provide one training session for the team leader and HR focal point on recognizing and addressing mental health issues.
5. Ensure monitoring and reporting of serious adverse events are effectively addressed to the Global Partnerships and Surge Coordinator and HR.
6. Provide a 24/7 emergency support service, when requested by the field deployees.
7. Provide debriefing to the Global Partnerships and Surge Coordinator and HR after facing major incidents.
8. Keep the identity of the deployees anonymous and not to be disclosed under any circumstances, unless for life threatening and serious security related considerations.

QUALIFICATIONS, EXPERIENCE AND REQUIREMENTS:

Academic qualification

- Master's degree in psychology, psychiatry, public health, social work or related field with a valid license to practice in country of residency
- A degree or certificate in Mental Health and Psychosocial Support

Years of experience:

- Minimum 5 years of progressively relevant Mental Health and Psychosocial Support Services experience at the national or international level
- Minimum of 5 years experience in the provision of MHPSS interventions in humanitarian contexts
- Knowledge and experience using the IASC guidelines (International Accounting Standards Committee) on MHPSS
- Previous demonstrated experience in Mental Health and Psychosocial Support or working for an NGO project on Mental Health and Psychosocial Support

Competencies and skills

- Strong interpersonal skills and ability to work in multicultural environments
- Strong cultural awareness and sensitivity
- Manage, maintain and protect medical files
- Empathic attitude and resilience to stress
- Responsive and compliant
- Ability to adhere to ethical considerations and principles with regard to work with vulnerable populations

Core values

1. Demonstrates integrity ethics and value
2. Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment.
3. Respect of iMMAP Inc. policies and procedures

Language skills

Required:

Fluency in English, French

Value added:

Spanish, Arabic