

TERMS OF REFERENCE

Consultant for Mental Health and Psychological Support (MHPSS) to assist Romania's National Authorities with MHPSS Response for Ukrainian Refugees & Drafting a National MHPSS Strategy

1. Background

On 24 February, Ukraine saw an unprecedented deterioration of the security situation across the country, beyond the previous conflict-affected areas in Donetsk and Luhansk Oblasts.

Three levels of the WHO declared this a G3 Regional Emergency on 24 February 2022 as per the WHO Emergency Response Framework – the highest grade allowing us to mobilize resources across all levels. The crisis has since been downgraded to a G2 Regional Emergency but has still required WHO to mobilize the whole Organization in support of this humanitarian crisis. This means that global, regional, and country levels are closely coordinated to deliver health support to Ukraine and countries receiving refugees. Extensive planning for the movement of large refugee populations out of Ukraine is already occurring, and there is potential for the conflict to escalate and spill over into other countries.

WHO is supporting the leadership of the Ministry of Health in Romania, providing technical support to ensure access to health in close collaboration with UN agencies and partners. A priority area of the response is Mental Health and Psychosocial Support (MHPSS). WHO leadership technical support, advice and tools, and others related to MHPSS materials are needed and provided through the Organization's expertise.

WHO requires a consultant with knowledge and experience in MHPSS to support the WHO MHPSS workplan in the emergency context. To support activities such as the partnership and activities of MHPSS TWG, information management, and supporting stakeholders in implementing tools Ukraine Refugee Response in Romania.

2. Objectives and Responsibilities

Objective 1: Provide technical support to develop, implement, and monitor the WHO MHPSS strategy in the context of the Grade 2 Emergency in Romania.

- i. Provide technical support to the national officer and the country office for the design and implementation of WHO's MHPSS workplan and activities, including preparing the MHPSS plan.
- ii. Provide technical support to the national officer and the country office for the design and delivery of capacity-building plan and actions (training of trainers, specialized training, awareness-raising initiatives, orientation seminars, mini-trainings, briefings, and project reviews).
 - Prepare and select from WHO resources the material to be used in the MHPSS interventions (e.g., workshops, package of MHPSS materials to offer to national stakeholders to cover the MHPSS needs).
- iii. Support the national consultant with the monitoring of third-party projects under WHO portfolio of MHPSS project and prepare report.
- iv. Supervise the translation process of MHPSS materials, ensuring the compliance with the translation schedule and dissemination of product. (Prepare translation and dissemination plan).
- v. Provide technical support for including the MHPSS component in other pillars of the WCO Romania response to the emergency. MHPSS is a cross-sectional topic for communications, Gender Based Violence (GBV), Protection against sexual exploitation and abuse (PSEA).
- vi. Develop a strategic approach for scaling up evidence based MHPSS interventions.
- vii. Connect at least bi-weekly with other countries receiving refugees and report back to WHO Romania on their activities with the objective to share and coordinate the response.

TERMS OF REFERENCE

Objective 2: Support WHO with the co-coordination of the MHPSS Technical Working Group (TWG)

- viii. Provide technical support to the Romania MHPSS Technical Working Group activities in Romania that are under the leadership of WHO, including Refugees Response Plan 2023, monitoring and evaluation, service mapping, assessments, capacity-building activities, and organization of events.
- ix. Provide technical expertise on the MHPSS section on the following products: monitoring and evaluation framework, Indicator matrix, Education and Communication (IEC) materials.
- x. Collect and provide the information for maintaining the MHPSS TWG map.
- xi. Support the MHPSS national officer with the preparation of key MHPSS messages in coordination with the communication team, for MHPSS TWG and WHO social media platforms (e.g., Telegram chat, Newsletter, Google Group, FB group, and similar).

Objective 3: In Cooperation with the Mental Health Flagship Team under County Policies & Strategies in WHO EURO Support the MoH with Drafting a National Mental Health Strategy

- Provide technical support to MOH for the drafting of a national mental health strategy.
- Provide technical support to MOH for integrating mental health on a primary health care level.

3. Deliverables

Reports

- Monthly progress reports on WHO's MHPSS activities.
- Bi-weekly situation reports for Romania as needed to reflect any pertinent changes in circumstances and activities related to MHPSS.
- Bi-weekly activity updates to the responsible officers at WHO Regional Office for Europe and participate, remotely or in person, in WHO meetings as required.
- Regular updates to RO, HQ MHPSS respective departments (Mental Health Flagship Team and Sub-regional MHPSS Coordination in RRCs Meetings) with Romania MHPSS activities.
- Report with project results, lessons learned and success story about projects implemented by national partners.

Capacity Building

- Ensure familiarity & compliance with the Interagency Standing Committee's (IASC) MHPSS guidelines for emergencies.
- Two sets of Training of Trainers on Psychological First Aid and Mental Health and Psychosocial Support Training (PFA TOT) in Romania including materials for the course PFA ToT.
- Conduct MHPSS trainings as per the prioritized list of MHPSS competencies identified by the 2023 Romania MHPSS sWG capacity building needs assessment, including 'Working with suicidal clients before, during, after they are in crisis'; 'Screening for suicidality / Recognize Suicide Triggers'; 'Selfcare and managing personal stress'; 'Working with clients with substance abuse problems'; 'Identifying signs & symptoms of more severe mental health problems'; 'Understanding the psychological consequences of devastating events'.
- Preparation of Doing what Matters in Time of Stress Training of Trainers (DWM TOT) for nation and NGO staff.
- Set of online workshops on MHPSS scalable interventions for regional MHPSS network including Helpers' Manuals, ToT Manuals and Supervision Plans.
- Plan for integration of scalable interventions into primary healthcare system, including an initial needs assessment with MoH representatives followed by the development of a roadmap and prioritized interventions.
- Implement actions agreed with the MoH such as conduct & support trainings and supervision activities.

mhGAP

- Plan for translation and dissemination of version in Romanian language with adaptation and contextualization to the Romanian context.
- Organization of training for primary health care medical staff (including doctors and nurses).
- Organization of training/implementation workshops for mhGAP.
- Preparation of dissemination materials for mhGAP.

MHPSS Technical Working Group

- Bi-weekly report from meetings and action points
- Progress updates

National MHPSS Strategy

- Draft strategy for MHPSS including a special chapter for health workforce.

Expected number of days for completion = 132 days

4. Contract Duration

1 October 2023 – 31 March 2024

5. Qualifications, Experience, Skills and Languages

Qualifications

Essential

Advanced degree or Master's degree in health in Mental health, Psychology, Global Mental Health, or a related field from an accredited academic institution.

Desirable

- Knowledge of IASC guidelines and recommendations and knowledge of WHO MHPSS technical packages.
- Expertise and experience in the implementation of WHO MHPSS Interventions (such as mhGAP, PM+, SH+, Doing What Matters in Times of Stress).
- Knowledge of the mental health system in Romania.
- Familiarity with the national stakeholders in MHPSS.

Experience

Essential

- At least 5 years of experience working in Emergency and Mental Health, in similar roles, such as mental health coordinator, mental health project manager.
- In-depth theoretical and practical knowledge of the IASC Mental Health and Psychosocial Support in Emergency Settings guidelines and associated products (e.g., IASC Assessment toolkit, IASC Who is Where, When, Doing What in MHPSS: 4W Tool, IASC Common Monitoring and Evaluation Framework for MHPSS in Emergency Settings).

Desirable:

- Work experience with WHO or another UN agency.
- Experience in planning and work with Refugee Response Plan (RRP)

TERMS OF REFERENCE

Skills & Knowledge

- Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, religious and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development.
- Solid skills in coordination and writing skill.
- Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel.
- Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines.
- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.), email/internet, and office technology equipment.

Languages

Essential: Excellent knowledge of English.

Desirable: Ukrainian is a distinct advantage.

6. Supervision

First Line: Dr Caroline Clarinval, WHO Representative in Romania

7. Location (including in-country missions, if any)

- ☒ On-site (a time-bound period on WHO premises; or in specific locations as decided by WHO; or travels for WHO)
- ☐ On-site for insurance purposes (is home-based and travels on behalf of the Organization)
- ☐ Off-site (home-based and can work in any location of their choice, but not on WHO premises and is not expected to go on duty travel as part of the consultancy)

8. Remuneration and Budget (travel costs excluded)

The pay band reflects the minimum Band (B) of the rates for International Consultants.

Disbursement will be done upon submission of monthly deliverable at the end of each month.

Total Budget: 6 months = US\$ 42,000

- On 31 October 2023 - US\$ 7,000
- On 30 November 2023 – US\$ 7,000
- On 31 December 2023 – US\$ 7,000
- On 31 January 2024 – US\$ 7,000
- On 29 February 2024 – US\$ 7,000
- On 31 March 2024 upon satisfactory completion of work and signed completed Financial Statement received – US\$ 7,000