

World Health Organisation (WHO)

MHPSS TWG Surge Deployment – Yemen

Terms of Reference

I. POSITION INFORMATION	
Position title	Technical Working Group Coordinator (MHPSS TWG)
Position grade	P2 or P3
Duty station	Aden, Yemen - with possibility to travel to Sana'a
Reports directly to	MHPSS TWG Chair and Co-Chair
Estimated start date & timeframe	As Soon As Possible for 3 months
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>Yemen is currently facing the largest humanitarian crisis in the world, with around 18.2 million people in need of some form of assistance to sustain their lives. The ongoing conflict has exacerbated the mental health and psychosocial support (MHPSS) needs of the Yemeni population. The implications of this devastating war are far-reaching, affecting the mental well-being and psychosocial resilience of individuals and communities across the country.</p> <p>The conflict has resulted in widespread displacement, loss of livelihoods, and destruction of infrastructure, leaving millions of Yemenis in a state of extreme vulnerability. The breakdown of essential services, including healthcare and education, has further compounded the challenges faced by the population. The lack of access to necessities, such as food, water, and shelter, has led to a deterioration in living conditions and an increase in the prevalence of malnutrition and disease.</p> <p>The impact of the conflict on mental health and psychosocial well-being is profound. The prolonged exposure to violence, loss of loved ones, and displacement has led to high levels of stress, anxiety, and depression among the population. Children and adolescents are experiencing long-term psychological trauma, which can have lasting effects on their development and well-being.</p> <p>In addition to the MHPSS needs, the conflict in Yemen has also led to significant protection concerns. Civilians, including women, children, and vulnerable groups, are at risk of violence, displacement, and other forms of harm. The protection of civilians and the promotion of their rights are critical components of the humanitarian response in Yemen and must also be considered from an MHPSS perspective.</p> <p>The MHPSS technical working group was established in March 2019 to address urgent needs of the Yemeni population identifying in the process major gaps and challenges. All actors working on the delivery of MHPSS services were invited to actively take part in the MHPSS TWG coordination efforts so to better structure these services and organise the data collection process. In order to ensure responsibility, accountability and productivity of all MHPSS actors, it was agreed during the first meeting of the TWG that was held on September 25th 2023 to develop a work plan for the TWG to respect and work towards good practice standards and coordinate the efforts of all MHPSS Actors in order to respond effectively to the mental health and psychosocial needs of the crisis affected population including the internally displaced as well as the host communities.</p> <p>This work plan will enable the various partners' members of the group to work towards good practice standards and coordinate the efforts of all MHPSS Actors in order to</p>	

respond effectively to the mental health and psychosocial needs of the crisis affected population including the internally displaced as well as the host communities.

The TWG acknowledges the complex and interconnected nature of the humanitarian situation in Yemen, and the need for a comprehensive and coordinated approach to addressing both the MHPSS and protection needs of the population. The TWG is committed to working collaboratively with all stakeholders, including government agencies, international organizations, and local NGOs, to ensure a holistic and effective response to the crisis, bringing together Health, Protection and Education actors in the country. Currently, the TWG is co-chaired by WHO and the Protection Cluster (through UNHCR).

In June 2023, the TWG was put on hold and then resumed its work by August 2023. Since then, the TWG has had regular meetings, focusing on a limited number of priorities such as an MHPSS Service Mapping. In November, MHPSS – IASC – RG co-chair visited the mission and conducted training for the partners & for the co-chairs. While the overall conditions to operate are not easy, the resumption of the activities of the TWG as well as the visit from the RG provided a welcome momentum that the deployed person would build on. Below responsibilities are in line with a draft workplan that was developed towards the end of last year. Overall focus should also be given to Protection and Education components in the engagement of the TWG, which had been considered less in the past.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

Strengthen a multi-sectorial MHPSS TWG, with equal participation of all sectors and organisations implementing MHPSS activities (Health, Protection, Education).

1. Devise a more comprehensive and realistic workplan for the WG moving forward, providing the WG with a reference frame for 2024 and 2025.
2. Build and strengthen relationship with line ministries and authorities both in North and the South.
3. Organize and implement an MHPSS workshop with all relevant actors, to identify ongoing MHPSS gaps in Yemen, challenges and opportunities, as well as priorities moving forward, and in order to get buy-in and commitment from all actors to be active members of this TWG. Outcome of this could be a joint TWG-implementing partners work plan, connected to the workplan of the TWG itself.
4. Provide support to partners and authorities in implementing activities in accordance with international guidelines from IASC-MHPSS, as well as national guidelines and protocols, including the mental health strategy.
5. Together with the Chairs, develop an effective modus operandi for the core of the working group (regular meetings with partners, authorities, clear division of roles and responsibilities, etc.) in line with the ToR of this TWG
6. Developing and implementing activities to expand the work of the TWG to organizations under Protection and Education, as these perspectives have not been considered much in the past.
7. Providing overall support and guidance to the Co-chairs of the TWG, strengthening their role for the future.

Advocacy

8. In line with the overall work plan, develop a joint advocacy plan for the TWG to be able to produce targeted advocacy products and outcomes, raising awareness on the MHPSS situation in Yemen with a range of actors, such as OCHA, donors, other clusters, development actors, etc.
9. Conducting MHPSS awareness meetings with various stakeholders, such as the Humanitarian Donor Group, OCHA and RCO, Clusters, and other humanitarian agencies, identifying key messages per stakeholder.
10. Provide support to MHPSS initiatives within the Cluster system, including engagement with Inter-Cluster Coordination Mechanisms (ICCM), non-MHPSS actors, the Government of Yemen, and the Donor Community.
11. Develop and implement concrete ideas how funding for MHPSS programming can increase in Yemen.
12. Support partners and relevant clusters in resource mobilization for MHPSS activities.

Capacity Building

13. Contribute to the design and delivery of capacity-building efforts, such as training of trainers, specialized training sessions, and awareness-raising initiatives for members of the MHPSS Technical Working Group and the Government of Yemen. This may include orientation seminars, mini-trainings, briefings, and project reviews.
 - a. The outcome of this could be a capacity building working plan, in line with the overall work plan of the TWG.
14. Develop ideas on how to mainstream MHPSS into project design by all relevant Clusters, engaging with a range of actors in this pursuit, including the HRP and HNO process.

Information management

15. Finalize the MHPSS Service Mapping, including Protection
16. Support the development of Joint MHPSS 4Ws.
17. Establish an information management system for the chairs of the TWG (such as an institutional email and shared folders), as well as for MHPSS partners.
18. Support the update of the MHPSS site on Relief Web.

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

EDUCATION

- Master's degree in Psychiatry, Psychology, Social Work, Counselling or a related field from an accredited academic institution with three to five years of relevant professional experience; or
- University degree in the above fields with four years of relevant professional experience.

EXPERIENCE

- Experience in MHPSS in humanitarian contexts, from both Health and Protection perspectives.

- Experience working in conflict/humanitarian contexts;
- 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, the 4Ws mapping tool, M&E framework, and the Health, Protection and CCCM booklets);
- Strong coordination capacities for constructive relationships with all humanitarian actors (e.g., OCHA, Cluster Leads, UN agencies, INGOs, NNGOs and CBOS), Donors and relevant Government Line Ministries;
- Experience in working in large scale complex humanitarian emergencies (previous working experience in the Republic of Yemen is an advantage);
- Familiarity with the humanitarian architecture (cluster system), humanitarian appeals, humanitarian response plans and common humanitarian funds;
- Ability to work independently & under pressure

V. LANGUAGES

Required (specify the required knowledge)	Advantageous
For this position, fluency in English is required (oral and written). Arabic will be considered as a main asset.	

VI. COMPETENCIES

The incumbent is expected to demonstrate the following values and competencies:

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible, respect of the local culture and diversity.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Managerial Competencies – behavioural indicators

- Leadership: provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization's vision; assists others to realize and develop their potential.

- Empowering others and building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.