

# WHO

## Terms of Reference

Position information	
Position title	MHPSS Consultant in emergency setting P3/P4
Reports directly to	WHO country office Sudan
Timeline	Starts ASAP – for 3 months
Organization and context	
<p>Sudan has been witnessing a protracted emergency for many years in the face of armed conflict, political insecurity, a fragile economy, food insecurity and natural disasters. The situation has dramatically deteriorated with the April 2023 escalation of conflict that led to the loss of thousands of lives and caused the worst displacement crisis worldwide, with over 6.6 million internally displaced people (IDPs) and 1.8 million people who fled the country. Half of the country's population, approximately 24.8 million people, urgently needs humanitarian assistance in 2024[1] - this in a context where systems, services, and infrastructures have been badly damaged, a sign that the current crisis' impact will be felt long after the war ends. The humanitarian crisis in Sudan is continuing to burden the national system on the governmental and non-governmental levels. The massive needs of the target population (IDPs, refugees, host communities...) are not being met or fulfilled. In order to address these unmet needs, synergic efforts are required to respond to the most urgent needs of the population remain a priority for the strategic vision for many sectors (health, protection, education, livelihoods). A main area that needs strengthening and needs to be integrated within sectoral work is Mental Health and Psychosocial Support (MHPSS). The country's economic crises and civil instability have impeded mental health care in Sudan. In addition, Sudan's civil wars have been linked to increased mental health conditions such as depression and post-traumatic stress disorder (PTSD), particularly among children and women.<sup>1</sup> Given the massive influx of refugees from neighbouring countries as well as the internal displacement due to domestic crisis, the local capacities within the country are not sufficient to tackle the massive needs of the general population in relation to mental health. According to WHO, there is 0.08 psychiatrist and 0.5 social workers per 100,000 population.<sup>2</sup> Two psychiatric hospitals in the country's capital city Khartoum and 17 outpatient mental health facilities serve over 40 million people across Sudan. Only a handful of Sudan's 18 states have a qualified psychiatrist.</p> <p>The gap is for mental health and psychosocial support services within the country is therefore immense. However, MHPSS needs and services are almost invisible in the 2022 Humanitarian Response Plan (HRP)<sup>3</sup> or the Humanitarian Needs Overview (HNO)<sup>4</sup> of Sudan. One reason for the lack of visibility is that the expertise on MHPSS is scattered and fragmented within over different organizations and that the specialists do not have a platform to exchange view and discuss priority actions to strengthen the response to the mental health and psychosocial support needs of the target population.</p> <p>Sudan's Mental Health Policy (2008) has proposed several supports and services, including the integration of MHPSS in PHC, scaling up of human resources, and enhancing human rights of the</p>	

<sup>1</sup> Sheikh Shoib et.al (2022): Sudan's unmet mental health needs: A call for action, <https://www.sciencedirect.com/science/article/pii/S2049080122005337>

<sup>2</sup> <https://apps.who.int/gho/data/node.main.MHHR?lang=en>

<sup>3</sup> <https://reliefweb.int/report/sudan/sudan-humanitarian-response-plan-2022-december-2021>

<sup>4</sup> <https://reliefweb.int/report/sudan/sudan-humanitarian-needs-overview-2022-december-2021>

patients. This aligns with the Mental Health Act (drafted in 1998 and approved in 2018), which envisions the rights of mental health patients, such as: voluntary and involuntary treatment, the judicial systems treatment of people with mental health conditions, and access to restrictive care. However, the number of MHPSS providers remains low, and most of the mental health services were concentrated in the capital city of Khartoum before the War. There were only three psychiatric hospitals. Although mental health care is free in government facilities, the huge shortage of care and psychotropic medications in government facilities causes patients to seek high-cost care and medication from private facilities and pharmacies.

Mental health and psychosocial surge support for Sudan Country Office is essential to streamline Mental health and Psychosocial support (MHPSS) activities in the country during the current conflict crises, and to oversee the overall timeliness and quality of all program deliverables in accordance with the mental and psychosocial support (MHPSS) operational workplan.

#### **Responsibilities and accountabilities**

- Provide technical support to strengthen the multisectoral MHPSS task force with participation of sectors and organizations implementing MHPSS activities (health, protection including child protection and GBV, Education , Nutrition etc )
- Develop and Review the MHPSS emergency response plan for emergency, in coordination with the MHPSS task force co-chairs.
- Conduct situation analysis based and advise partners on their emergency response plans and interventions.
- Provide support to partners and authorities and build capacities in implementing activities in accordance with international guidelines from IASC, as well as national guidelines and protocols, including the national mental health policy.
- Organize and implement an MHPSS workshop with all relevant actors, to identify ongoing MHPSS gaps in Sudan, challenges and opportunities.
- Support development of the national emergency preparedness plan, and advise on how to integrate MHPSS, in line with the Regional MHPSS emergency response action plan.
- Coordinate with resource mobilization officer to develop and implement concrete ideas how funding for MHPSS programming can increase in Sudan
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- Any other activities as the situation develops with the framework above.

#### **Required qualifications and experience**

Education	Advanced University degree in psychiatry, psychology, social work, or related field from an accredited/recognized academic institution.
Experience	<p>Essential</p> <ul style="list-style-type: none"> <li>• At least 5 years of relevant experience, at the international level, in the assessment, development and implementation of policies, strategies and action plans for MHPSS in the context of emergencies.</li> <li>• Experience in capacity building, developing and promoting collaborative partnerships.</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience with implementing emergency MHPSS need assessments and situational analysis.</li> <li>• 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&amp;E framework, and the Health, Protection and CCCM booklets)</li> </ul> <p>Desirable</p> <ul style="list-style-type: none"> <li>• Experience in protection of human rights in the context of mental health.</li> <li>• Relevant work experience in UN agencies, relevant non-governmental or humanitarian organizations.</li> <li>• Experience in working for or with a Government Ministry of Public Health in a low or middle-income country.</li> <li>• Experience in developing contingency plans and evacuation plans.</li> </ul>
Language	<p>Essential: English, Arabic (oral and written)</p> <p>Desirable: French</p>
<b>Competencies<sup>5</sup></b>	
<p>The incumbent is expected to demonstrate the following values and competencies:</p> <p><b>Values</b></p> <ul style="list-style-type: none"> <li>• Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.</li> <li>• Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.</li> <li>• Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day -to-day challenges.</li> </ul> <p><b>Core competencies</b></p> <ul style="list-style-type: none"> <li>• Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.</li> <li>• Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.</li> <li>• Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.</li> <li>• Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.</li> <li>• Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.</li> </ul> <p><b>Managerial competencies</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Empowering others and building trust creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.</li> <li>• Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.</li> </ul>	

<sup>5</sup> Competencies should be drawn from the Competency Framework of the Organization.

