

WHO

Terms of Reference

Position information	
Position title	MHPSS Consultant in emergency setting P3/P4
Reports directly to	WHO country office Lebanon
Timeline	Starts ASAP – for 3 months
Organization and context	
<p>Conflict has been on the rise in the occupied Palestinian territory (oPt) in the past six months, particularly in Gaza. The spill-over to Lebanon has already resulted in significant civilian and military casualties, necessitating a coordinated response.</p> <p>As part of WHO support to emergency preparedness and response, training on clinical trauma care and mass casualty management is already being conducted to hospitals across Lebanon. WHO and partners are also prioritizing mental health in the context of the emergency response, especially that in situations of mass casualty it is expected that physicians will deal with cases of agitation; and nurses will need to deal with people in emotional crises.</p> <p>In this context, WHO and MOPH integrated MHPSS interventions in the emergency preparedness and response plan.</p> <p>In terms of capacity strengthening, a module on mental health was integrated. The training addressed health care professionals in the emergency rooms and intensive care units and covered pharmacological management of psychiatric emergencies for physicians and basic psychosocial skills with focus on de-escalation techniques for nurses. Also under capacity building, a series of Psychological First Aid (PFA) training was coordinated by the NMHP, targeting more than a 1,000 frontliners.</p> <p>At the level of information sharing, a series of key messages was developed and communicated across the media, targeting the public and health care providers, around how to cope with stress, how to cater for vulnerable populations such as children and pregnant women, expected reactions after traumatic events, etc. Partners were encouraged to communicate through their network.</p> <p>In addition, a mental health and psychosocial support (MHPSS) task force is functional in Lebanon, chaired by the National Mental Health Programme (NMHP) at the Ministry of Public Health (MOPH). It is multisectoral and comprises around 60 organizations (UN agencies, local and international NGOs and ministries). Its mission is to ensure an effective, coordinated and focused inter-agency response to the MHPSS needs of the persons affected by the crises.</p> <p>WHO and the NMHP work closely with partners in the health and other sectors, including government entities, UN agencies (UNICEF, UNHCR, UNFPA, etc.), local and international NGOs, etc. to ensure mainstreaming of MHPSS across activities.</p>	
Responsibilities and accountabilities	
<ul style="list-style-type: none">- 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); this includes support to activating the sub-national South MHPSS task force and reviewing the MHPSS emergency response plan for the South emergency, in coordination with the MHPSS task force co-chairs.	

<ul style="list-style-type: none"> - Review activities undertaken under the South response, including the training to hospital staff on basic psychosocial skills and psychiatric emergencies, and provide support and recommendations for phase 2. - Conduct needs assessment and advise partners on their emergency response plans and interventions if needed. - 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 strategy. - Organize discussions around MHPSS with all relevant actors, to identify ongoing MHPSS gaps in Lebanon, challenges and opportunities. - Review the national emergency preparedness plan, and advise on how to integrate MHPSS, in line with the Regional MHPSS emergency response action plan. - 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"> • At least 5 years of relevant experience, at the national level, in the assessment, development and implementation of policies, strategies and action plans for MHPSS in the context of emergencies. • Experience in capacity building, developing and promoting collaborative partnerships. • Experience with implementing emergency MHPSS need assessments and situational analysis. • 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) <p>Desirable</p> <ul style="list-style-type: none"> • Experience in protection of human rights in the context of mental health. • Training in either cognitive-behavioural therapy (CBT) or interpersonal therapy (IPT). • Relevant work experience in UN agencies, relevant non-governmental or humanitarian organizations. • Experience in working for or with a Government Ministry of Public Health in a low or middle-income country. • Experience in developing contingency plans and evacuation plans.
Language	<p>Essential: English, Arabic (oral and written)</p> <p>Desirable: French</p>
Competencies¹	
The incumbent is expected to demonstrate the following values and competencies:	

¹ Competencies should be drawn from the Competency Framework of the Organization.

Values

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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

- 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

- 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.