

Interim support for MHPSS TWG in Poland - 2025

Requesting agency: WHO, request supported by UNHCR, co-chair of the MHPSS TWG

Terms of Reference / Position information

Position title: MHPSS Consultant in emergency setting P3

Duty Station: Warsaw, Poland (with travels to field locations)

Reports directly to: WHO Country Office Poland

Timeline: Starts ASAP – for 3 months

Organization and context

On 24 February 2022, 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. WHO has mobilized the whole Organization in support of this humanitarian crisis. This means close global, regional, and country coordination to deliver health support to Ukraine and countries receiving refugees.

As for March 2025, Poland has 1 million refugees from Ukraine, the second refugees' urban diaspora in the world. WHO has identified that one of the refugees' most significant and continued needs is mental health and psychological support (MHPSS). Since the beginning of the conflict, people in Ukraine and Ukrainian refugees confronted a range of stressors: exposure to violence; separation from, or loss of, loved ones; loss of homes and belongings; poor living conditions; lack of access to adequate food and sanitation; physical injuries and illnesses; and a lack of access to life support services such as health and social care.

Mental health is one of the key issues for people who are fleeing from the war. WHO estimates that the prevalence of mental disorders (depression, anxiety, post-traumatic stress disorder, bipolar disorder, and schizophrenia) is 22.1% at any point in time in conflict-affected populations. The mean comorbidity-adjusted, age-standardized point prevalence for severe disorders (schizophrenia, bipolar disorder, severe depression, severe anxiety, and severe post-traumatic stress disorder) is 5.1%. Applying the above projections to the Ukrainian refugees who entered Poland (based on a 1.65 million population), 22.1% are expected to have a mental disorder, and 5.1% have severe mental disorders.

WHO is supporting the leadership of the Ministry of Health and other relevant institutions in Poland and, in close collaboration with other UN agencies and partners is providing technical support to ensure access to health services. A priority area of the response is Mental Health and Psychosocial Support (MHPSS). MHPSS Technical Working Group has been co-led with UNHCR, other UN

entities take part in its works, as well as international and national NGOs. Initially third co-chair was the local entity, Institute of Psychiatry and Neurology.

Main objective

While providing co-coordinating support to the MHPSS working group in Poland, the main objective of the candidate is to identify options for transitioning of the working group into a national more sustainable coordination structure and develop such transition plan. He/She will also support in enhancing the capacity and coordination of the MHPSS Working Group and the new co-chairs. Key responsibilities will include also to support MHPSS information management, needs assessment, TWG work plan drafting.

Responsibilities and accountabilities

- Together with WHO and National Mental Health Council identify sustainable solutions for transitioning MHPSS TWG into national coordination structure. Conducting rapid assessment of MHPSS needs and TWG response activities, informing the work of MHPSS TWG in the context of sustaining nationally led response.
- Provide support in identification of TWG co-chair/s and build their capacity during the transition process.
- Provide technical support to strengthen the multisectoral work of MHPSS TWG with participation of sectors and organizations implementing MHPSS activities (health, protection, including child protection, and GBV).
- Conduct needs assessment and organize discussions around MHPSS with all relevant actors, to identify ongoing MHPSS gaps in Poland, challenges and opportunities, and advise partners on their emergency response plans and interventions if needed.
- Developing the work plan of MHPSS TWG for 2025-2026, in line with the RRP and national mental health strategies, and based on the sustainability options for transitioning TWG into national coordination structure
- Provide support to new co-chairs, 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, particularly through scalable interventions such as PFA, PM+.
- Provide technical support to integrate MHPSS into crisis management plans.
- Co-coordinate MHPSS TWG meetings under the leadership of WHO.
- 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:

Essential:

- 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, and especially in developing sustainable solutions for transitioning donor-led humanitarian support into nationally led development responses.
- Experience in capacity building, developing and promoting collaborative partnerships.
- Experience with implementing emergency MHPSS need assessments and situational analysis.
- 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).

Desirable:

- Experience in protection of human rights in the context of mental health.
- Relevant work experience in UN agencies, relevant non-governmental or humanitarian organizations.

Language:

Essential: English and Polish (oral and written)

Desirable: Ukrainian

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.
- 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.