

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
Extension	Requested for 3 months
Organization and context	
<p>Hostilities that began on 2 March are affecting nearly the entire population south of the Litani River, as well as parts of Baalbek, the Bekaa Valley, and Beirut’s southern suburbs. More than one million people are impacted, with 449 killed and 1,294 injured, according to the Ministry of Public Health. Nabatieh Governorate has the highest casualty toll. Airstrikes and displacement orders have triggered large-scale displacement, with 667,831 people registered as displaced. The National Disaster Risk Management Unit (DRM) reports 119,700 people in 567 collective shelters, while many others are staying with host communities or in informal settings. Access to healthcare has significantly deteriorated. Five hospitals and around 49 primary healthcare centres and dispensaries are closed across South Lebanon, Nabatieh, Baalbek, Mount Lebanon, and Bekaa. Several hospitals have suspended operations, two mental health hospitals in the South evacuated their residents and two hospitals in Mount Lebanon evacuated patients due to security threats, further limiting access to essential health services.</p> <p>An Inter-agency MHPSS Coordination Group is functional in Lebanon, chaired by the National Mental Health Programme (NMHP) at the Ministry of Public Health (MOPH) and co-chaired by WHO and UNICEF. It is multisectoral, inter-agency, and comprises more than 90 organizations (UN agencies, I/NGOs, civil society, universities, private practice, and national authorities). Its mission is to ensure an effective, coordinated and focused inter-agency response to the MHPSS needs of the people affected by the crises.</p> <p>WHO and the NMHP work closely with partners in different sectors, including government entities, UN agencies (UNICEF, UNHCR, UNFPA, etc.), I/NGOs to ensure mainstreaming of MHPSS across activities. MHPSS CG, 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. To note that the MHPSS Coordination Group co-chairs were consulted during the preparation of this request.</p> <p>In addition, to ensure the collaboration with governments, UN agencies, international NGOs, and other partners, the response is aligned with the WHO Eastern Mediterranean Regional Action Plan on Mental Health and Psychosocial Support (MHPSS) 2024–2030, which provides a cross-cutting framework implemented. The framework guides coordinated action across its strategic domains, including strengthening coordination mechanisms, expanding quality MHPSS services, promoting prevention and mental health promotion, empowering people with lived experience and community engagement, and advancing monitoring, evaluation, and research, developed in consultation with regional and global partners to reflected interagency multisectoral way forward to the region endorsed by Member States, aligned with international IASC MHPSS standards and tools</p> <p>In the context of the ongoing humanitarian situation in Lebanon and the increasing mental health and psychosocial support needs among affected populations, surge technical capacity is required to strengthen the coordination and quality of the inter-agency MHPSS response. The deployment of an MHPSS expert will support interagency coordination mechanisms, facilitate alignment of members of MHPSS Coordination Group around agreed technical approaches and standards, and enhance collaboration among different sectors which builds on the achievements and lessons learned from previous deployment. Through these coordination platforms, the expert will also support the identification of service gaps, promote harmonized</p>	

approaches to capacity strengthening of service providers, and facilitate the dissemination and operationalization of technical guidance to improve the availability and quality of MHPSS services across sectors.

Responsibilities and accountabilities

Under the supervision of the National Officer at WHO Lebanon and in close coordination with the Ministry of Public Health (MoPH), the Mental Health and Psychosocial Support (MHPSS) Coordination Group, and relevant partners, the surge staff will support the strengthening of technical guidance, coordination, and operational response for MHPSS activities in Lebanon in the context of acute emergency, aligned with Regional Action Plan and International IASC MHPSS standards.

The responsibilities include:

- ***Inter-agency Coordination, Leadership and Governance***
 - Support the coordination of the national MHPSS response in line with the existing MHPSS Coordination Group structure and in close coordination with the NMHP.
 - Facilitate regular MHPSS coordination meetings with national and international partners and ensure follow-up on action points.
 - Facilitate alignment among partners on technical approaches, priorities, and standards for MHPSS interventions.
 - Strengthen coordination between health, protection, education, and social sectors to ensure integrated MHPSS interventions.
 - Support the coordination and implementation of MHPSS interventions in areas affected by conflict, displacement, and humanitarian emergencies and identify priority needs among displaced populations.
 - Where international actors are involved, ensure they implement their emergency response plans in a coordinated manner, in line with the national EPR and/or DRM plans.
- ***Technical support for provision of Mental Health and Psychosocial Support Activities***
 - Provide technical support for the implementation and scale-up of evidence-based MHPSS interventions, particularly within community and primary health care settings, with a focus on displacement.
 - Support continued capacity building and supportive supervision MHPSS workforce to provide quality MHPSS services.
 - Contribute to the development and adaptation of technical guidance, protocols, and tools for MHPSS service delivery in emergency settings.
 - Provide technical input and support partners to ensure interventions align with Inter-Agency Standing Committee (IASC) MHPSS guidelines and WHO technical guidance.
 - Provide technical support for community-led or community-based activities that promote mental health and psychosocial well-being and minimize harm
- ***Inter-agency assessment, monitoring, evaluation and research***
 - Support the collection, consolidation, and analysis of key MHPSS service delivery data and response indicators.
 - Contribute to inter-agency updates, situation reports, briefing notes, and updates on MHPSS activities.
 - Support the mapping of MHPSS services and partners and maintain updated information on available services, gaps, and coverage.
 - Rapidly synthesize evidence to facilitate evidence-informed decision-making to ensure that response activities meet the affected population's needs.
 - Ensure documentation of lessons learned and good practices to inform ongoing response and recovery planning.
- ***Other***

<ul style="list-style-type: none"> ○ Undertake field visits to monitor and support implementation of MHPSS activities where security conditions permit. 	
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	Essential: English, Arabic (oral and written) Desirable: French
Competencies¹	
<p>The incumbent is expected to demonstrate the following values and competencies:</p> <p>Values</p> <ul style="list-style-type: none"> • 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. <p>Core competencies</p> <ul style="list-style-type: none"> • 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. 	

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

- **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.