

WHO
Terms of Reference

Position information	
Position title	MHPSS Consultant in emergency setting P3/P4
Reports directly to	WHO Country Office Angola
Timeline	Starts ASAP – for 3 months
Extension	Requested for 3 months
Organization and context	
<p>Recent severe flooding in Benguela Province, combined with an ongoing cholera outbreak in Angola, have created a complex humanitarian emergency with significant public health and psychosocial consequences.</p> <p>Heavy rains and flooding have caused widespread destruction of homes and infrastructure, and the displacement of more 17,000 families with a population of more than 1 million that is at risk. This has resulted in disruption of essential services, including access to health care, safe water, and sanitation. At the same time, the cholera outbreak has intensified due to contamination of water sources, overcrowding in temporary shelters, and limited WASH services, increasing morbidity and mortality risks. In the past few days itself the number of cases has quadrupled, and the mortality persistently remains above <1%.</p> <p>These overlapping crises have resulted in heightened mental health and psychosocial needs, including acute stress, trauma, and grief among affected populations, anxiety and fear linked to disease outbreaks and displacement, increased risk of gender-based violence and child protection concerns, and psychological distress and burnout among frontline responders.</p> <p>Access to mental health services in Angola remains limited, with significant gaps in specialized workforce, community-based services, and integration of mental health into primary health care. Existing services are insufficient to meet the rapidly increasing needs in affected provinces.</p> <p>Currently, there is no fully established inter-agency MHPSS coordination mechanism in the emergency response, and MHPSS interventions remain fragmented across partners.</p> <p>WHO is supporting the Ministry of Health and partners in the health and cholera response, including case management, surveillance, and WASH interventions. However, MHPSS is not yet systematically integrated into the emergency response, despite being critical for improving health outcomes, community resilience, and recovery.</p> <p>In line with WHO global guidance and the Inter-Agency Standing Committee (IASC) Guidelines on MHPSS in Emergency Settings, surge technical capacity is required to strengthen inter-agency coordination for MHPSS, support integration of MHPSS into health and cholera response, expand access to quality, community-based mental health services, and build national and subnational capacity.</p> <p>The deployment of an MHPSS expert will support the establishment of coordination mechanisms, harmonization of technical approaches, and scale-up of evidence-based interventions tailored to the Angolan context.</p>	
Responsibilities and accountabilities	
<p>Under the supervision of the WHO Health Emergencies Lead in Angola, and in close coordination with the Ministry of Health, UN agencies, and relevant partners, the Mental Health and Psychosocial Support (MHPSS) consultant will support the strengthening of technical guidance, coordination, and operational response for MHPSS activities in Angola in the context of flooding and cholera outbreak, aligned with WHO standards and IASC MHPSS guidelines.</p> <p>The responsibilities include:</p> <ul style="list-style-type: none"> - <i>Inter-agency Coordination, Leadership and Governance</i> 	

- Support the establishment and coordination of a national MHPSS response mechanism, in close collaboration with the Ministry of Health and partners
- Facilitate regular MHPSS coordination meetings with national and international stakeholders and ensure follow-up on action points
- Facilitate alignment among partners on technical approaches, priorities, and standards for MHPSS interventions
- Strengthen coordination between health, WASH, protection, and education sectors to ensure integrated MHPSS interventions
- Support coordination and implementation of MHPSS interventions in flood- and cholera-affected areas, including displaced populations
- Ensure that partner interventions are aligned with national emergency preparedness and response 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 at community and primary health care levels
 - Support integration of MHPSS into cholera response, including psychosocial support at treatment centres and community level
 - Support capacity building and supportive supervision of the MHPSS workforce to ensure quality service delivery
 - Contribute to the development and adaptation of technical guidance, protocols, and tools for MHPSS service delivery in emergency settings
 - Provide technical input to ensure that interventions align with IASC MHPSS guidelines and WHO mhGAP guidance
 - Support community-based interventions that promote mental well-being and resilience while minimizing harm
- **Inter-agency assessment, monitoring, evaluation and research**
 - Support the collection, consolidation, and analysis of key MHPSS data and indicators
 - Contribute to situation reports, briefing notes, and updates on MHPSS activities
 - Support mapping of MHPSS services and partners (4Ws) and maintain updated information on service availability, gaps, and coverage
 - Conduct rapid assessments to identify priority MHPSS needs in affected populations
 - Synthesize evidence to inform decision-making and improve response effectiveness
 - Document lessons learned and good practices to inform ongoing response and recovery
- **Other**
 - 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	Essential <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

	<p>associated products (e.g., IASC Assessment toolkit, the 4Ws mapping tool, M&E framework, and the Health, Protection and CCCM booklets)</p> <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, Portuguese (oral and written)</p> <p>Desirable:</p>
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. • 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. <p>Managerial competencies</p> <ul style="list-style-type: none"> • 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. 	

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