

TERMS OF REFERENCE (ToR)

Mental Health and Psychosocial Support (MHPSS) Technical Officer – Nepal Flood Response

Position	MHPSS Technical Officer
Duty Station	Kathmandu, with field deployment to affected areas as required
Duration	3 months, with possibility of extension up to 6 months
Supervisor	Team Lead, HSP Team (1st); WR Nepal (2nd)

Background and Rationale

Nepal is responding to a Grade 1 emergency following major flooding in the Bhote Koshi River in Rasuwa District on 26 August 2026, with impacts extending to neighbouring districts. The emergency has resulted in deaths, injuries, displacement, loss of homes and livelihoods, and disruption of essential services. The evolving situation is likely to generate significant mental health and psychosocial needs among affected communities and responders.

MHPSS is an integral component of the emergency health and humanitarian response. The MHPSS Minimum Service Package (MSP) provides guidance on priority MHPSS actions in emergencies and promotes coordinated, layered and context-appropriate interventions.

WHO Nepal has been supporting the Government of Nepal to strengthen mental health within the health and development agenda, including through the WHO Special Initiative for Mental Health, integration of mental health into primary health care, community-based mental health services and suicide prevention. WHO Nepal has also supported the integration of MHPSS into emergency preparedness and response.

In the current flood response, the MHPSS Technical Officer will support the WHO Nepal mental health team to coordinate and provide technical support for MHPSS, in close collaboration with the Ministry of Health and Food Safety, WHO Health Emergencies Programme, relevant authorities and response partners.

2. Purpose of the Assignment

To support the WHO Nepal mental health team in coordinating and providing technical support for the MHPSS response to the Nepal flood emergency, including rapid situation analysis, mapping of MHPSS actors and services, identification of response priorities and technical support to partners.

3. Key Responsibilities and Tasks

1. Support MHPSS coordination among the Ministry of Health and Food Safety, relevant government authorities, health and social protection partners, UN agencies, NGOs and other response actors, including efforts to establish an integrated, cross-cutting MHPSS coordination mechanism building on existing mental health and psychosocial support coordination arrangements.
2. Undertake a rapid MHPSS situation analysis in priority flood-affected areas using available information, existing data and stakeholder consultations to identify key MHPSS needs, priority population groups, available services and major gaps.
3. Map MHPSS actors, services and activities in affected areas using a 4Ws approach, and identify major geographic and service coverage gaps.
4. Identify MHPSS response priorities based on the situation analysis and 4Ws mapping, including practical actions aligned with the MHPSS Minimum Service Package and relevant national mental health priorities.
5. Provide targeted technical support to the WHO mental health team and selected partners on appropriate MHPSS interventions, including implementation of MSP ensuring linkages with existing mental health services.
6. Support integration of MHPSS within the broader emergency response, including linkages with health, protection, social protection, RCCE and other relevant response areas.
7. Contribute to monitoring and reporting through MHPSS inputs to WHO emergency situation reports, response updates and briefings.

4. Expected Deliverables

1. Integrated MHPSS Coordination as per MSP recommendation

An integrated MHPSS coordination mechanism bringing together relevant health, protection and social protection actors, building on existing coordination arrangements and aligned with the MHPSS Minimum Service Package, with documented priorities and follow-up actions.

2. Rapid MHPSS Situation Analysis

A concise rapid MHPSS situation analysis for priority flood-affected areas, based on available information and stakeholder consultations, identifying key needs, priority groups, available services and major response gaps. This will be operational in nature and not an in-depth assessment.

3. MHPSS 4Ws Mapping

An updated MHPSS 4Ws mapping of key actors, services and activities in priority affected areas, highlighting major geographic and service coverage gaps.

4. MHPSS Response Priorities and Technical Support

A concise MHPSS response priorities and recommendations based on the situation analysis and 4Ws mapping, including relevant MSP actions and linkages with existing mental health services, accompanied by targeted technical support to selected partners.

5. Reporting and Transition

Regular MHPSS inputs to WHO emergency reporting and a final MHPSS response and transition note summarizing key achievements, remaining gaps, lessons learned and recommendations for continued support and recovery.

5. Qualifications and Experience

Education

- Advanced university degree in psychology, psychiatry, public health, social work, social sciences or a related field.

Experience

- At least 5 years of relevant experience in MHPSS, including experience in humanitarian or emergency settings.
- Experience in MHPSS coordination, situation analysis, service mapping and/or programme implementation.
- Experience working with government, UN agencies, NGOs or humanitarian partners.
- Experience in disaster or emergency response is desirable.

Technical Knowledge

- Knowledge of WHO and IASC guidance on MHPSS in emergencies, including the MHPSS Minimum Service Package.
- Understanding of mental health service delivery, referral systems and community-based approaches.

6. Competencies

- Strong MHPSS technical and coordination skills.
- Good analytical, communication and report-writing skills.
- Ability to work effectively with government and multiple partners.
- Ability to translate technical guidance into practical emergency actions.
- Adaptability and ability to work under pressure in an emergency setting.

7. Languages

- Essential: English.
- Desirable: Nepali and/or relevant local language(s) of affected areas.

8. Duration and Duty Station

- The assignment will be for three months, with the possibility of extension up to six months depending on the evolution of the emergency and programme requirements.
- The primary duty station is Kathmandu, with travel to selected flood-affected areas as required.

9. Reporting and Working Arrangements

- The incumbent will be part of the WHO Nepal mental health team and work under the overall supervision of the Team Lead, HSP Team, and WR Nepal.
- The incumbent will work closely with the WHO Health Emergencies Programme/IMS, Ministry of Health and Food Safety, relevant provincial and local authorities, health and social protection partners, UN agencies, NGOs and MHPSS/mental health service providers.
- The position will support and strengthen the existing WHO Nepal mental health team and response structures, rather than establish a parallel MHPSS programme.

10. Code of Conduct and Safeguarding

- The incumbent will adhere to WHO policies and procedures, including the WHO Code of Conduct, confidentiality and data protection, safeguarding, prevention of sexual exploitation and abuse, and applicable security procedures.
- All activities will uphold the principles of do no harm, dignity, confidentiality, non-discrimination, cultural sensitivity and respect for affected populations.