

WHO

Terms of Reference

I. POSITION INFORMATION	
Position title	MHPSS Consultant
Position grade	P3/P4 – NO-A
Duty station	Islamabad
Reports directly to	WHO Country Office Representative
Estimated start date & timeframe	ASAP for 3 months
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>Pakistan is hit by a disastrous Covid-19 outbreak with 248,872 cases and 5,197 deaths, causing an increase of prevalence of psychological stress and psychiatric disorders in the country. The outbreak has created a new reality in terms of prioritisation of services, imposed lockdown of the population, closure of most business in the whole country, decreased access to health care, disruption of treatment of patients with chronic diseases, as well as short- medium and long term socio economic consequences for families and vulnerable populations.</p> <p>Fear of the virus is spreading faster than the virus and inducing mental health and psychosocial consequences among those affected directly and those who are following the news. Concerns about health, older relatives, financial stability, and feelings of helplessness are all very common emotions reported around the world across all age groups and genders. Physical distancing, self-isolation, quarantine, and working from home are triggering reactions of isolation, loneliness, and loss of social contacts among large number of people worldwide. Extreme stressors may induce, worsen, or exacerbate pre-existing mental health conditions. Older adults and people with pre-existing health, mental health and substance use conditions are among the most vulnerable. There are mental health and psychosocial consequences of discrimination towards persons who have been infected and their family members and there is social stigma towards those treating and caring for people with COVID-19.</p> <p>The Pakistan government has taken rapid and decisive steps to address the outbreak of COVID-19. MHPSS services are being offered from different sources but there is need for coordination of resources, inter-Ministerial collaboration, strong engagement with all humanitarian actors (INGOs, NNGOs and UN agencies) and capacity building for MHPSS in this emergency. In this frame, the WHO CO in Pakistan offered consultancy to the health authorities in the country.</p> <p>International organisations and the NGO sector in the country are also engaged in providing services and contributing to the mitigation of both physical and mental health consequences of COVID-19. A Technical Working Group on MHPSS has been formed under DG Health of the Ministry of National Health Services Regulation & Coordination with its Secretariat in WHO Country Office. The purpose of the MHPSS Technical Network is to strengthen multi-sectoral coordination and service provision in meet the MHPSS needs of the affected population. The MHPSS TWG shall include humanitarian actors from the protection, social services/ social welfare, nutrition, education and health sectors.</p> <p>Under the supervision of the WHO Country head of office the incumbent will work with the Technical Working Group, relevant UN programmes and humanitarian INGOs and NGOs in a challenging environment, in which there are multiple players including the national and provincial health authorities, social services ministry, ministry of education emergency and development partners, UN Agencies, civil society organizations and academic institutions.</p> <p>S/he will have the overall responsibility for coordinating operations to ensure the timely delivery, effective and efficient implementation of the activities, to achieve the best attainable mental health and psychosocial well-being status for the populations that are affected by COVID-19. .</p>	
III. RESPONSIBILITIES AND ACCOUNTABILITIES	
<ol style="list-style-type: none">1. Co-develop, in cooperation with stakeholders and oversee the implementation and monitor a multi-partner mental health and psychosocial support (MHPSS) operational workplan for catering to the needs of the affected population, across the full cycle of the incident management, in line with the WHO SPRP2.0, the UN Socio-economic Response Framework on COVID-19, and the IASC Guidance on MHPSS during the COVID-19 Pandemic	

2. Support the creation of a Technical Working Group on MHPSS in Pakistan along with a co-lead agency from the protection/ social services sectors and a ToR for the group.
3. Coordination with ministries at national and provincial levels, academia, NGOs and professional organizations
4. Develop a situational analysis, assessment and monitoring systems for mental health and psychosocial needs and resources, in relation to the SPRP2.0, work stream 1 of the UN Socio-economic Response Framework on COVID-19, and the IASC Guidance on MHPSS during the COVID-19 Pandemic
5. Closely work with the provincial departments of health, social welfare and education for the creation of provincial technical groups on MHPSS to support the implementation of coordinated MHPSS response plans involving all stakeholders.
6. Provide technical advice to civil society organizations and other entities, as appropriate, on relevant issues related to instituting a robust MHPSS program.
7. Promote a holistic system-based approach to integrate MHPSS in the cluster system and in the Global Humanitarian Response Plan (Pakistan section).
8. Promote, advocate, develop and support the implementation of MHPSS in line with the obligations arising from the Convention on the Rights of the Child.
9. Adoption/development of resource materials to Pakistan's context.
10. Support the development /adaptation of guidance on MHPSS in line with the Inter-Agency Standing Committee (IASC), World Health Organisation (WHO) and Sphere standards. Support the planning, development and monitoring of the implementation, and capacity building activities at national/subnational level to respond to the mental health and psychosocial needs of frontline responders and essential workers.
11. Draft and revise technical documents, briefing notes, meeting reports, information products and content, as appropriate.
Oversee the overall timeliness and quality of all assignment deliverables, the operational transactions in accordance with the MHPSS operational workplan, assure compliance with the Contracting Agency rules and regulations, and efficiently deliver related services/products within the country.

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

EDUCATION

Advanced University degree in psychiatry, psychology, social work or allied science from an accredited/recognized institute.

EXPERIENCE

Essential

At least five to seven years of relevant experience, 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.

Desirable

- 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);
- Strong networking capacities for constructive relationships with all humanitarian actors (e.g., OCHA, Red Cross Red Crescent Movement, Cluster Leads, UN agencies, INGOs, NNGOs and CBOS), Donors and relevant Government Line Ministries;
- Experience in working in large scale complex humanitarian emergencies
- Familiarity with the humanitarian architecture (cluster system), humanitarian appeals, humanitarian response plans and common humanitarian funds;
- Ability to work independently, under pressure and to accept advice from MHPSS coordination group members and co-chairing organisation.
- Experience with implementing WHO's mental health Gap Action Program (mhGAP)
- Relevant humanitarian work experience in UN agencies, or relevant non-governmental organizations.

<ul style="list-style-type: none"> • Experience in working for or with a Government Ministry of Health or Ministry of Social Welfare in a low or middle-income country. 	
V. LANGUAGES	
Required (specify the required knowledge)	Advantageous
For this position, fluency in English and Urdu is required (oral and written).	
VI. COMPETENCIES¹	
The incumbent is expected to demonstrate the following values and competencies:	
<p>Values</p> <ul style="list-style-type: none"> • <u>Inclusion and respect for diversity</u> respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible. • <u>Integrity and transparency</u>: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct. • <u>Professionalism</u>: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges. <p>Core Competencies – behavioural indicators <i>level 2</i></p> <ul style="list-style-type: none"> • <u>Teamwork</u>: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results. • <u>Delivering results</u> produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes. • <u>Managing and sharing knowledge</u> continuously seeks to learn, share knowledge and innovate. • <u>Accountability</u>: takes ownership for achieving the Organization’s priorities and assumes responsibility for own action and delegated work. • <u>Communication</u>: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way. <p>Managerial Competencies² – behavioural indicators <i>level 2</i></p> <ul style="list-style-type: none"> • <u>Leadership</u>: 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. • <u>Empowering others and building trust</u> creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential. <p><u>Strategic thinking and vision</u>: work strategically to realize the Organization’s goals and communicates a clear strategic direction.</p>	
Notes³	
Appointment will be subject to certification that the candidate is medically fit for appointment.	

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

² As applicable.

³ Indicate in this box if there is any differing provision of process because the position is in a specific program or to address emergency situations. For example, if donor approval is required: “The recruitment process for this vacancy will be subject to PRM review, as part of the USRAP process”.