

# WHO

## Terms of Reference

I. POSITION INFORMATION	
Position title	MHPSS Consultant
Position grade	P3/P4
Duty station	Lima, Peru
Reports directly to	Unit Chief, Mental Health and Substance Use, Pan American Health Organization/Regional Office of the World Health Organization (PAHO/WHO)
Estimated start date & timeframe	ASAP for 6 months
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>The mental health and wellbeing of whole societies have been severely impacted by the COVID-19 pandemic and are a priority to be addressed urgently. Fear, distress and financial insecurity in response to COVID-19 are common and widespread. However, for some people, these reactions are prolonged, severe and disabling, thereby leading to increases in mental and substance use disorders in populations as already documented in some countries in the Americas Region. Additionally, COVID-19 stressors can trigger and exacerbate pre-existing mental health conditions.</p> <p>Countries in the Americas have been reporting a scale down or closure of their existing Mental Health services due to fear of contamination and disease spread. This can further deteriorate the Mental Health status of the America's population. Because of the size of the problem, most mental health needs remain unaddressed. The response is hampered by the lack of investment in mental health promotion, prevention and care before the pandemic.</p> <p>PAHO/WHO is starting a Regional project in order to support countries to strengthen their MHPSS response capacity and scale up MHPSS care to the most affected populations in the Region.</p> <p>This project has the following objectives:</p> <p><b>Objective 1:</b> Strengthen national capacities to coordinate and provide quality MHPSS to communities affected by the COVID-19 pandemic</p> <p><b>Objective 2:</b> Develop and adapt communication materials related to MHPSS</p> <p><b>Objective 3:</b> Strengthen the capacity of health professionals, frontline workers, health managers and decision makers to deliver effective MHPSS responses to the COVID-19 pandemic within and beyond the health system</p> <p><b>Objective 4:</b> Enable digital/virtual support for the provision of MHPSS interventions</p> <p><b>Objective 5:</b> Provide technical guidance for rapid appraisal of MHPSS needs and resources in affected areas and for monitoring relevant indicators</p> <p>A country-based strategy and plan of action will need to be developed according to the results of an initial rapid assessment.</p> <p>PAHO will seek partnerships on both operational and technical levels with non-governmental organizations, WHO/PAHO collaborating centers, academia and the Red Cross in order to enhance the Project's impact on populations.</p> <p>Due to travel restrictions and safety procedures put in place to slow the progress of COVID-19, most of the country's activities will be supported via online platforms.</p>	

Under the supervision of the PAHO Mental Health and Substance Use Unit Chief, and in close collaboration with UNICEF and other UN agencies, the incumbent will work with technical UN programmes, PAHO Country Offices and Ministers of Health.

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 health status for the populations that are affected by COVID-19.

The following countries have been mapped as priority for this project: Peru, Haiti, Honduras, Mexico, Nicaragua, Guatemala, Bolivia and Ecuador. Five countries will be selected in order to start the project in the coming 6 months.

**III. RESPONSIBILITIES AND ACCOUNTABILITIES**

- a. Establish and strengthen national coordination mechanisms for mental health and psychosocial support.
- b. Adapt and disseminate existing communication material on MH promotion and prevention.
- c. Train country based health staff in psychological first aid (PFA).
- d. Train local health workforce and primary health care staff on MhGAP humanitarian intervention guide.
- e. Support the development of country strategies to protect people with mental health and substance use related conditions staying in institutions.
- f. Develop and integrate an e-MHPSS component into National COVID-19 Response Plans
- g. Support the development and implementation of MHPSS interventions via virtual means as hotlines and tele-MHPSS.
- h. Support rapid appraisal and monitoring for MHPSS needs and resources.
- i. Establish indicators for M&E.

\*The training and capacity building activities will be done mainly with the use of the PAHO Virtual Campus on Public Health as activities can only be implemented virtually.

**IV. REQUIRED QUALIFICATIONS AND EXPERIENCE**

**EDUCATION**

A university degree in a health-related profession and a master's degree in mental health, psychology, psychiatry, social work or related field from an accredited/recognized institution.

**EXPERIENCE**

Essential

Nine years (P-4) of combined national and international experience in the assessment, development and implementation of policies, strategies, action plans and capacity building activities for MHPSS in the context of emergencies. Experience in capacity building, developing and promoting collaborative partnerships.

Desirable

- Experience in providing training and implementing the WHO’s mental health Gap Action Program (mhGAP) and Psychological First Aid (PFA)
- Experience and training in psychological interventions as PM+ and other evidence based psychosocial interventions.
- Relevant work experience in UN agencies, relevant non-governmental or humanitarian organizations.
- Experience in working for or with a Government Ministry of Health in a low or middle-income country.

**V. LANGUAGES**

Required (specify the required knowledge)	Advantageous
For this position, fluency in English and Spanish are required (oral and written).	

**VI. COMPETENCIES**

The incumbent is expected to demonstrate the following competencies:

**Respecting and promoting individual and cultural differences:** Relates well to diversity in others and capitalizes on such diversity. Treats all people with dignity and respect. Relates well to people with different cultures, gender, orientations, backgrounds and/or positions; examines own behavior to avoid stereotypical responses; considers issues from the perspective of others and values their diversity.

**Teamwork:** Works collaboratively with team members and counterparts to achieve and build rapport; helps others when asked; accepts joint responsibility for the team’s successes and shortcomings.

**Communication:** Foresees communication needs of audience and targets message accordingly. Facilitates open communication; encourages others to share their views openly and takes time to understand and consider their views. Writes down ideas in a clear, structured, logical and credible way; drafts and supports the development of guidelines, policies and procedures. Shares relevant information openly and ensures that the shared information is understood; considers knowledge sharing as a constructive working method and demonstrates awareness of the Organization.

**Creating an empowering and motivating environment:** Manages individual and group projects and ensures that roles, responsibilities and reporting lines are clearly defined, understood and accepted; delegates work appropriately to achieve best results.

**Producing Results:** Monitors own and others’ work in a systematic and effective way, ensuring required resources and outputs. Aligns projects with Organization’s mission and objectives. Consistently solves own and team’s problems effectively as needed. Proactively engages in projects and initiatives, accepting demanding goals, in line with Organizational Strategies and Program of Work. Demonstrates accountability for work of team and sets an example, while explicitly articulating lessons learnt for own and team’s benefit.

**Moving forward in a changing environment:** Actively supports Organizational change initiatives and demonstrates personal commitment to them, including when faced with new demands; proposes workable solutions to challenging situations. Engages in positive responses to a changing environment and promotes workable solutions to achieve own and team’s results. Welcomes, and actively seeks to apply, new ideas, approaches and working methods and technologies in order to improve own and/or team’s work processes and results; demonstrates commitment to Organizational change initiatives.

**Notes**

Appointment will be subject to certification that the candidate is medically fit for appointment.