

## WHO - Mental Health & Psycho-Social Support (MHPSS) Coordinator

### Terms of Reference

| I. POSITION INFORMATION  |                    |
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| Position title   | MHPSS Coordinator  |
| Position grade   | P4                 |
| Duty station   | Vilnius, Lithuania |
| Reports directly to  | WHO Head of Office |
| Estimated start date & timeframe   | ASAP for 3 months  |
| II. ORGANIZATIONAL CONTEXT AND SCOPE   |                    |
| <p>A migrant crisis has been building up at the borders between Belarus and several EU Member States since summer 2021. Since then, a growing number of migrants of diverse ethnicities, with Iraqi accounting for the great majority, have attempted to and succeeded in entering the EU space illegally through Poland, Lithuania, and Latvia. While some EU states managed to cater to some of the basic needs of migrants, including ad hoc emergency care, other MS adopted push-back policies to prevent / stop migrants from entering their territory. A few partners (UN and CSOs) have been operating on a limited scale in and around the camps in some of the involved countries.</p> <p>In response to the escalating situation, the WHO/Europe mission undertaken to migrant facilities and border units in Lithuania during November 2021 outlined major health needs (primarily among migrants, but also among border guard personnel), aggravated by political agenda and limited local capacities to cope with a large influx of migrants and meeting of their health and other needs. Key findings include the insufficient access and provision of health care services (including MHPSS) by irregular migrants.</p> <p>Considering the growing scale of the crisis, the worsening of weather conditions during the cold season and the growing needs of migrants, as corroborated by WHO and partners on-site, as well as the limited local experience in similar settings, a grading call was convened on 17 November 2021, involving all three levels of the WHO. The grading was assessed based on the Emergency Response Framework criteria, following deliberations between all three levels of the WHO – Country Offices (Belarus, Lithuania, Latvia, and Poland), EURO (WHE, migrant health) and HQ (WHE, migrant health). Unanimously, the decision was to grade as multi-country grade 2 Public Health Emergency. This decision is based on the five ERF criteria (elaborated further below) of scale, urgency, complexity, capacity, and reputational risk.</p> <p><u>Lithuania</u></p> <p><b>At current more than 4000 migrants and refugees have reached Lithuania and are provided with shelter and basic services at 5 migrant registration centers.</b></p> <p>On 9 November Lithuania's parliament declared a state of emergency at the border with Belarus and at camps hosting migrants and refugees. Allowing for increased border enforcements and for border guards to use "mental coercion" and "proportional physical violence" to prevent migrants from entering Lithuania.</p> <p><b>Such policies together with the detention conditions, limited infrastructure and experience to respond to such a large influx of migrants interfere with the humanitarian response and significantly add to the physical and mental stressors of the population of concern.</b></p> <p>In response the Ministry of interior has established a multisector coordination mechanism with a subgroup on health, education and social services.</p> |                    |

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| <p>Following bilateral consultations and a health assessment mission in November 2021, MHPSS has been identified as a need for the population of concern (migrants) and national service providers (humanitarian and security) alike.</p> <p>The needs to expand the coordinated approach on MHPSS in the country focus on technical aspects including mapping of partners, SOP development, capacity building, and monitoring and evaluation of MHPSS services.</p> <p>The proposed <b>MHPSS Coordination Platform</b> will:</p> <ul style="list-style-type: none"> <li>- convene government authorities, partner agencies, and implementing organisations,</li> <li>- summarize basic principles of good programming for MHPSS and build consensus among different actors in the field,</li> <li>- provide a coherent framework to all entities and organisations implementing MHPSS activities.</li> </ul> <p>The MHPSS coordination platform will use the Inter-Agency Standing Committee (IASC) Guidelines for Mental Health and Psychosocial Support in Emergencies and other MHPSS related documents developed by WHO as key policy documents for programming and interventions addressing all levels of MHPSS needs.</p>   |
| <b>III. RESPONSIBILITIES AND ACCOUNTABILITIES</b>  |
| <p>The consultant will support WHO's emergency operations in Lithuania through the following activities:</p> <ol style="list-style-type: none"> <li>1. Attend regular MHPSS Coordination meetings and leverage the comparative advantage of WHO to strengthen the support provided.</li> <li>2. Strengthen and elevate the existing MHPSS Coordination meetings to a coordination platform for sharing of information and activities of national and international entities providing MHPSS together with the Government of Lithuania</li> <li>3. Aid the development, adaptation or expansion of a MHPSS workplan for Q1, 2022 and assist with the formulation of strategies for MHPSS support in light of the crisis.</li> <li>4. Serve as a technical advisor to establish national policy and SOPs and provide technical advisory services to the government and partners alike.</li> <li>5. Contribute to the design of and deliver capacity building actions such as training of trainers, specialized training and awareness raising initiatives (orientation seminars, mini-trainings, briefings, project reviews) for MHPSS Coordination Platform members and for the Government of Lithuania.</li> <li>6. Provide technical support and guidance in the delivery of Basic Psychosocial skills for response workers, in particular for all health care workers in the Migrant Centers.</li> <li>7. Monitor and analyse the MHPSS situation for irregular Migrants and highlight MHPSS evidence based best practice in emergency operations/settings.</li> </ol> |
| <b>IV. REQUIRED QUALIFICATIONS AND EXPERIENCE</b>  |
| <b>EDUCATION</b>   |
| <ul style="list-style-type: none"> <li>• Master's or higher university degree in Psychiatry, Psychology, Social Work, Counselling or a related field from an accredited academic institution with seven years of relevant professional experience; or</li> </ul>   |

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| <ul style="list-style-type: none"> <li>• Bachelor degree in Psychiatry, Psychology, Social Work, Counselling or a related field from an accredited academic institution with nine years of relevant professional experience.</li> </ul>  |  |
| <b>EXPERIENCE</b>  |  |
| <ul style="list-style-type: none"> <li>• Experience in MHPSS responses in humanitarian contexts;</li> <li>• Experience working in conflict/humanitarian contexts;</li> <li>• In depth theoretical and practical knowledge of and the IASC Mental Health and Psychosocial Support in Emergency Settings guidelines and associated products (e.g., IASC Assessment toolkit, the 4Ws mapping tool, M&amp;E framework, and the Health, Protection and CCCM booklets);</li> <li>• Strong networking capacities for constructive relationships with humanitarian actors (e.g. UN agencies, INGOs, NNGOs), Donors and relevant Government Line Ministries.</li> </ul>   |  |
| <b>V. LANGUAGES</b>  |  |
| Required<br>(specify the required knowledge)   | Advantageous   |
| For this position, fluency in English is required (oral and written).<br><br>Lithuanian will be considered as a main asset.  | Working knowledge in migration and refugee settings. |
| <b>VI. COMPETENCIES</b>  |  |
| The incumbent is expected to demonstrate the following values and competencies:  |  |
| <b>Values</b>  |  |
| <ul style="list-style-type: none"> <li>• <u>Inclusion and respect for diversity</u>: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible, respect of the local culture and diversity.</li> <li>• <u>Integrity and transparency</u>: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.</li> <li>• <u>Professionalism</u>: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.</li> </ul>  |  |
| <b>Core Competencies – behavioural indicators</b>  |  |
| <ul style="list-style-type: none"> <li>• <u>Teamwork</u>: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.</li> <li>• <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.</li> <li>• <u>Managing and sharing knowledge</u>: continuously seeks to learn, share knowledge and innovate.</li> <li>• <u>Accountability</u>: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.</li> <li>• <u>Communication</u>: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.</li> </ul> |  |