

## Scope of Work

**Position Title:** Mental Health Psychosocial Support (MHPSS) Expert

**Position Location:** Beirut, Lebanon OR Remote, with travel

**Timeframe:** January to July 2020; up to approximately 67 days in total

**Assigned Unit/Team:** HRHA Project Team

**Coordinator:** HRHA Project Manager

**Overview:** This scope of work (SoW) outlines the Mental Health Psychosocial Support (MHPSS) Expert consultancy with the Center for Operational Analysis and Research (COAR). The MHPSS Expert will provide expertise related to the provision of psychosocial support within the Syrian context, particularly as related to Human Resources for Health (HRH), both within Syria and in neighboring countries. The MHPSS Expert will collaborate with other HRHA health experts in the design and implementation of research tools and methods, analytical frameworks, composition of analysis, and development of actionable recommendations at the direction of the HRHA Project Manager.

**About COAR:** COAR is an independent social enterprise that directly supports practitioners, policy-makers, and donors by facilitating humanitarian and development interventions in complex, fragile, and high-risk environments.

**About the project:** The EU-funded Human Resources for Health Assessment (HRHA) project aims to inform the EU with regards to the development of an intervention strategy in the health sector in Syria and in neighboring countries. With a specific focus on past and current Human Resources for Health (HRH) needs, priorities, challenges, gaps, and opportunities for EU interventions in the health sector, the HRHA project will provide the EU with risk assessments and narratives as related to EU political imperatives and red lines. The project includes three phases: a desk review phase, a field research and reporting phase, and a final synthesis phase.

### Objectives:

- Provide expertise centered on MHPSS provision (particularly as related to personnel/human resources) to Syrian beneficiaries, both within Syria and in neighboring countries;
- Collaborate in the development of primary research methods and tools and analytical frameworks as related to public health provision;
- Collect data and provide analysis on the provision of MHPSS in contribution to the projects' deliverables.

### Responsibilities and Deliverables:

The Mental Health Psychosocial Support (MHPSS) Expert will:

- Collaborate in the composition of all project deliverables while providing expertise in the MHPSS field with a specific focus on Human Resources for Health (HRH), to include stakeholder mapping, health labor market analysis, capacity building/training, project/program quality assurance, and health service provision gaps;
- Participate in face-to-face and remote donor engagements as requested;
- Partake in a comprehensive desk review concerning human resources within MHPSS provision for Syrian beneficiaries, both in Syria and in neighboring countries;

- Collaborate in the design of research methods, data collection tools (to include, but not limited to surveys, structured interviews, focus groups, etc.), and analytical frameworks for the collection of data points related to MHPSS in Syria and in neighboring countries;
- Implement research plans based on the project's needs, which will likely include travel to Syria and to neighboring countries;
- Assist in the recruitment of research assistants, field researchers, and other project enumerators and provide technical guidance and oversight;
- Provide clean data sets and analysis for integration into project reports, in collaboration with other experts assigned to the project;
- Provide actionable, relevant recommendations based on risks, threats, challenges, and opportunities uncovered by primary research and analysis, particularly as related to the EU's safeguarding principles and practices that guide donor-funded MHPSS services;
- Work with a commitment to professionalism, discretion, and confidentiality;
- Strictly adhere to COAR's code of conduct and safeguarding policies at all times.

### **Qualifications and Experience**

The ideal candidate for the Mental Health Psychosocial Support (MHPSS) Expert consultant will have:

- Master's degree in clinical psychology, sociology, or a related field. A PhD degree is considered an advantage;
- At least 8 years of professional experience as a psychiatrist, clinical psychologist, psychiatric nurse, or psychiatric social worker.
- At least 8 years of experience managing donor-funded mental health and/or psychosocial support projects, to include the design and/or implementation of MHPSS programmes in complex, fragile, or conflict-affected contexts; significant experience in the Syria context preferred;
- At least 4 years of professional experience designing and developing curriculum and/or capacity building projects for pre-/in-service training of MHPSS practitioners;
- At least 5 years of experience in either in-depth design and implementation of MHPSS research and analysis projects within donor-funded humanitarian and/or development responses. INGO/UN agency and MENA experience an advantage;
- Demonstrated ability to design and implement health-based research methodologies for the collection of primary data (i.e., semi-structured interviews, surveys and focus groups) and analytical frameworks (to include stakeholder and project design analysis) in complex, fragile, or conflict-affected contexts;
- Successful completion of at least one field mission (1-3 months in duration) leading to project design/identification and formulation in the area of MHPSS capacity building or pre-/in-service training of MHPSS practitioners;
- Demonstrated technical experience in the assessment of and design/delivery of responses to pre-existing and emergency-induced MHPSS needs, preferably in the Syrian context;
- Solid knowledge and understanding of IASC Guidelines for Mental Health and Psychosocial Support in Emergency Settings, WHO mhGAP Operations Manual, mhGAP Humanitarian Intervention Guide, and IMC Toolkit for Mental Health Integration into general healthcare provision in emergency humanitarian responses;
- Experience working on displacement, durable solutions, returns, or early recovery issues in Syria and/or other humanitarian responses;

- Demonstrated experience in strengthening collaboration and coordination among public and private stakeholders;
- Familiarity with Middle East/North Africa MHPSS policies and institutions, particularly HRH policies and systems;
- Professional-level English and fluency in Arabic required, both written and verbal;
- Strong presentation, reporting, and communication skills;
- Ability and willingness to travel up to 50% of the consultancy to Turkey, Iraq, Syria, Jordan, And/ or Lebanon. Ability to travel for donor meetings in Beirut is required;
- Strong organizational and interpersonal skills, including teamwork and partnering abilities;
- Ability to remain impartial and objective.

To be considered for this consultancy, please send your C.V., and letter of motivation to [hr@coar-global.org](mailto:hr@coar-global.org) with **'MHPSS Expert'** in the subject line.