



TERMS OF REFERENCE FOR STAFF MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT (MHPSS) CONSULTANT

Project:

Funded by:

Country: Afghanistan

Location: Kabul

Duration of the collaboration:

CONTEXT

Médecins Du Monde (MDM) - France is an international humanitarian organization that provides medical care to the most vulnerable populations affected by war, natural disasters, disease, famine, poverty and exclusion, those who do not have access to health care and those who the world is gradually forgetting.

MDM-F has operated in Afghanistan from 1982 to 2012, implementing projects in five different provinces across the country (Maidan Wardak, Kabul, Panjshir, Herat, Ghor and Kandahar). After the establishment of the “Performance-based Partnership Agreements” by the World Bank, MDM decided to step out and switched to a drug users risk reduction program from 2005. In 2012 MDM-F has been handed over these activities to a national NGO and left Afghanistan. MDM Spain operated in Afghanistan for a shorter time. In 1997 the organization sent to the country humanitarian. In 2002 MDM-S opened a project in the Kandahar province but after the deterioration of the security situation in the country in 2004 organization decided to leave the country.

In 2021 MDM has decided to reopen its mission in the country to contribute to the humanitarian efforts to alleviate the sufferings of Afghan people after the cumulative effects of the conflict, international sanctions and economic crisis, recurrent drought and Covid.

MDM mainly works in the sector of Health (sub-sector Primary Health Care and Mental Health), while ensuring cross cutting subject Reproductive Health and Nutrition. Currently MDM is present in two provinces in country, Kabul and Maidan Wardak, working closely with Ministry of Public Health (MoPH) to support 04 health facilities in Kabul and Wardak.

MDM’s intervention in Afghanistan aimed at increasing access to quality primary healthcare and strengthening the national primary healthcare system. Moreover, MDM has been actively engaged in providing access to Mental Health and Psychosocial Support (MHPSS) services to support people becoming more resilient and to improve their mental health wellbeing. MDM is working at integrating



MHPSS in the primary healthcare system and contributing to build national capacity of the health staff and partners on MHPSS.

MDM recognizes the importance of staff-care and sets as a priority the wellbeing of the staff in order to reach and to deliver services to the most vulnerable population. As part of the MDM strategy, MDM is aiming to provide support staff care to all MDM staff, in all the locations of intervention and to provide psychosocial support during stressful periods, to mitigate any psychosocial risk and to provide link to additional support if it is needed.

DESCRIPTION OF THE ASSIGNMENT

- Provide - confidential individual psychological consultations to MDM staff members who request it in person;
- Provide - telephone counseling and psychological support services through online or over the phone/ WhatsApp call who request it remotely;
- Provide - confidential crisis group consultation sessions to MDM staff members when needed (during or after an emergency or crisis situation);
- Conduct referral - of MDM staff who need specialized mental health service after proper assessment, and to facilitate the referral confidentially;
- To support MDM Staff through periods of emergency crisis and mitigate any existing psychosocial risk for the staff well-being;
- Design, develop and roll-out a range of general and context specific group mental health and psychosocial (MHPSS) sessions related to strengthening resilience, team-building, conflict resolution, and cultural sensitivities to improve morale, health, and team dynamics – organize quarterly/half early sessions;
- The standard duration for an individual consultation session is suggested to be to 45-50 minutes;
- All MHPSS related data and reports of the MDM staff should be maintained in a confidential manner and support should be provided with the highest standards of privacy and confidentiality.

QUALIFICATION AND EXPERIENCE

- Bachelor with a major in Psychology and Master in Counselling/ Clinical Psychology/ Psychotherapy with valid working license/ certificates (required);
- Experience in conducting individual and group counselling sessions in person and remotely (required);
- At least 3-5 years' experience as a practitioner Psychologist/ Psychotherapist (preferred);
- Very good knowledge of written and spoken Dari, Pashto and English (required);
- Good analytical skills (required);
- Good communication skills (required);

Terms of Reference for Staff Mental Health and Psychosocial Support (MHPSS) Consultant



- Work experience in provision of staff care in humanitarian organizations (preferred);
- Flexibility to provide support even after working hours or in weekends in case of crisis and emergency (preferred).

SELECTION PROCESS:

- A competitive selection process will take place considering relevant detailed drawn CV, Cover Letter and financial aspects.
 - 1. CV and Cover information should include:**
 - Relevant educational, training and work experiences;
 - References of previous employees.
 - 2. Financial charges:**
 - The breakdown of the cost should include detail information as follows:
 - Candidate details (Name, address, email & phone number)
 - Cost and breakdown of costs
 - Specific conditions
 - Modality of payment / Payment terms and condition
 - Bank references and financial requirements/information
 - Any and all relevant information or deemed of value to MdM.

CV and Cover letter

The interested individuals/consultants please send your CV and cover letter. Only short-listed candidates will be contacted.

Deadline to apply: 15 August 2024

Please send the required documents to:

- Vacancies.medicinsdumonde.afg@gmail.com