


**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT  
Mental Health and Psycho Social Support (MHPSS) Experts  
Una Sana Canton (2 persons) and Sarajevo Canton (1 person)**

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	UNFPA Bosnia and Herzegovina
Purpose of consultancy:	<p><b>Background:</b> In September 2018, in view of an emerging mixed migration crisis, UNFPA Bosnia and Herzegovina initiated emergency response that enabled local institutions to work on the development of SOPs for GBV and provide safe spaces for women and girls, as well as for boys and men refugees/migrants.</p> <p>Young men and adolescent boys constitute a large group within mixed migration context in Bosnia and Herzegovina and belong to one of the vulnerable populations, especially when unaccompanied or separated. This vulnerable category remains at heightened risk of abuse, neglect, violence and sexual and labor exploitation, as well as other dangers associated with unsafe migration and specifics of risks for children on the move. In order to respond to those risks and provide safe environment for the most vulnerable ones, UNFPA will continue with implementation of previously developed methodology "BOYS on the MOVE" (already implemented in Greece, Serbia and BiH in Una Sana-Canton and Sarajevo Canton) together with a provision of various empowerment activities. "BOYS on the MOVE" is a programme of life skills for adolescent boys and young men mainly focusing on sexuality education, prevention and response to violence, which leads to better health outcomes, prevention of GBV and empowering skills.</p> <p>Under its global mandate to address GBV in humanitarian settings, and as the lead agency for multi sectoral coordination of GBV, UNFPA is committed to ensuring that persons affected by the different emergencies are protected and that the needs of GBV survivors are met through adequate health responses, psychosocial support and case management in line with international guidelines and best practices. It is vital that frontline local organizations and first responders have the capacity and competency to provide quality response services and care for GBV survivors to ensure their right to safety from violence and safety in emergencies.</p> <p>Under the overall supervision of the GBVIE and DRR Project Manager and in coordination with the BYMC Coordinator, Mental Health and Psychological Support (MHPSS) experts will provide mental health and psychosocial support to male beneficiaries, GBV survivors in Temporarily Reception Centers in Una Sana Canton. The main duty of the experts will be to develop, plan and implement occupational/group and individual mental health and psychosocial support sessions based on the client's needs and presenting complaints. MHPSS Expert will provide Case Management services to their clients, through Boys and Young Men Centres. The psychologist will also liaise with other entities to ensure holistic service provision for participants.</p>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p>In cooperation with the UNFPA team, MHPSS experts are expected to:</p> <ol style="list-style-type: none"> <li>1. Prepare methodology/plan and deliver daily PSS services (individual and group) for refugee and migrant male beneficiaries in Una Sana Canton;</li> <li>2. Prepare the subjects, tools and all required supporting items for the mental health and psychosocial support sessions; ensure MHPSS Case Management services</li> <li>3. Provide focused, direct individual and/or group MHPSS interventions, including to high-risk and high-need participants who have experienced GBV or other forms of trauma</li> <li>4. Provides crisis intervention in situations requiring immediate psychological treatment.</li> <li>5. Reinforce adherence to the GBV guiding principles throughout all protection activities;</li> </ol>

	<p>6. Coordinate response work with clients, including case management and psychosocial interventions adheres to best-practice principles when working with survivors of GBV;</p> <p>7. Organize and lead focus group discussions</p> <p>8. Hold regular planning and debriefing sessions with team members at community based safe spaces;</p> <p>9. Work closely with GBV staff and other relevant actors to plan activities that respond to identified needs and refer Persons of Concern to other service providers as needed;</p> <p>10. Prepare and maintain/update detailed work plan(s) that support and achieve activities;</p> <p>11. Participate in development and implementation of a series of age-appropriate and specialized group emotional services to be provided to vulnerable population, aimed at meeting the needs of survivors of GBV;</p> <p>12. Identify concerns related to and support adherence to GBV referral protocols by all relevant organizations and agencies;</p> <p>13. Prepare and submit work plans and reports. Also provide inputs for regular UNFPA reporting mechanisms in a timely manner;</p> <p>14. Assist in advocacy and visibility around GBV/MHPSS interventions, with a particular focus on specially categories particularly vulnerable; Any other related tasks as may be required or assigned by the supervisor:</p> <p>15. Conduct awareness sessions and mental health education and promotion activities to beneficiaries and humanitarian personnel, when needed</p> <p><b>In addition to this, following core principles must be respected working with beneficiaries:</b></p> <ul style="list-style-type: none"> <li>• Do no harm approach:</li> <li>• Empowerment Officers language must abstain from sensationalism and focus on understanding and empathy. However, all and any programming that departs from a stereotypical portrayal of survivors as broken, dysfunctional individuals, living in seclusion and self-imposed exile must be avoided.</li> <li>• The Empowerment Officers is obligated to work within the required deadlines and be available in accordance with schedule which can be adapted in any time by BYMC Coordinator and GBViE/DRR Project Manager</li> </ul>
Duration and working schedule:	15 December 2021 — 31 March 2022, in line with available budget and possible extension. Two months of probation period is required.
Place where services are to be delivered:	Una Sana Canton and Sarajevo Canton
Delivery dates and how work will be deliver (e.g. electronic, hard copy etc.):	<p>The work will be done daily (8 hours per day, 40 hours per week) in line with developed and approved daily/weekly work plans. During crisis situations or when a GBV case occurs, it is expected from MHPSS Expert to respond and take action timely.</p> <p>Reports to be submitted on a daily/weekly basis with all relevant information. The work schedule is subject to change in accordance with changes in the field</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Monitoring will be provided on a daily basis by BYMC Coordination and in coordination with GBViE/DRR Project Manager
Supervisory arrangements:	Daily supervision by BYMC Coordination, overall supervision by GBViE/DRR Project Manager
Expected travel:	/

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<ul style="list-style-type: none"> <li>- University degree in psychology or social work with experience in area of mental health (psychotherapist);</li> <li>- At least two years of specialized experience in practicing mental and psycho social support to vulnerable population;</li> <li>- Experience in providing MHPSS support to survivors of GBV will be considered as advantage;</li> <li>- Psychotherapeutic education and work experience in psychotherapy is highly desirable;</li> <li>- Experience in developing and facilitating workshops and trainings;</li> <li>- Proven experience in providing survivors-cantered approach;</li> <li>- Cross-cultural working experience in the field of community based psychosocial support is desired;</li> <li>- Knowledge on IASC guidelines on MHPSS in Emergency is desired;</li> <li>- Experience on safe house/shelter management would be an asset;</li> <li>- Flexible work attitude: the ability to work productively in a team environment and independently, and to handle requests or issues as they arise;</li> <li>- Demonstrated understanding of issues related to confidentiality, data safety and other ethical concerns related to the sharing on sensitive data between humanitarian agencies;</li> <li>- Excellent interpersonal and communication skills: the ability to successfully and effectively liaise with people in a wide range of functions in a multi-cultural environment</li> <li>- Working with international standards and legislation would be an asset;</li> <li>- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet; familiarity with database management; and office technology equipment:</li> <li>- Self-motivated</li> <li>- Fluent knowledge of English is compulsory.</li> </ul> <p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable: N/A Other relevant <b>Flexibility and harmonization of work with constant and frequent changes is necessary and required!</b></p>
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>N/A</p>
<p>Other relevant information or special conditions, if any:</p>	<p>UNFPA reserves the right to offer to the selected candidate the rate in accordance with UNFPA consultant rates and UNFPA available budget. Payment for contractor will not exceed average UNFPA rates for national consultants.</p> <p>Where the contractor fails to deliver the required quality of products, the rate payable will be reduced. UNFPA reserves the right to assess the quality of products. Contractor has the obligation to finalize products/documents to the full UNFPA satisfaction.</p>
<p>Signature of Requesting Officer in Hiring Office: Alma Pezerovic, DRR &amp; GBViE Project Manager</p> <p>Date: 02.12.2021., </p>	