

TERMS OF REFERENCE

SHORT TITLE OF ASSIGNMENT

MHPSS CAPACITY ENHANCEMENT, SUPPORTIVE SUPERVISION AND FOLLOW UP CONSULTANT

BACKGROUND

The Pacific ranks amongst one of the most vulnerable regions in the world in terms of the recurrence, severity, and range of natural hazard experience.¹PICTs are susceptible to volcanic eruptions, tsunamis, cyclones, earthquakes, floods, tidal surges, landslides, droughts etc.

Children and adolescents are acutely aware of how climate change is limiting their ability to reach their full potential, which poses a risk to their mental health and wellbeing. A 2020 study conducted in Tuvalu revealed that 95 per cent of the participants experience anxiety about climate change, even at levels that impaired their ability to perform typical daily tasks in 87 per cent of cases. In Solomon Islands, Vanuatu, and Kiribati, 1 out of 2 U-Reporters feel worried about their future because of climate change. This situation is of particular concern in the Pacific Islands context, which has one of the highest suicide rates in the region. ²[OBJ]

Pacific nations are facing increased demand for MHPSS services. Currently, there is limited expertise available within the government and its partners to deliver quality MHPSS services to children, adolescents, and their caregivers, from preparedness and response perspectives. There has been increased demand from the multi-Country Programme offices requesting capacity building and supportive supervision and coaching to effectively provide quality MHPSS services. In line with UNICEF approaches to MHPSS a mutli sectoral orientation workshop is being held for ministries of health, education and those responsible for child protection, from across the Pacific. A consultant is required to follow up on the development of basic action plans in each country, to Governments as they link with communities to enhance capacities for preparedness and delivery of quality MHPSS services. This will entail regular supportive supervision and, coaching and follow up to staff providing MHPSS services as well as monitor children’s progress toward attaining the highest standards of wellbeing.

OBJECTIVE / SCOPE OF WORK

The primary objective of the deployment of the Mental Health and Psychosocial Support/MHPSS Consultant is to enhance the quality of the MHPSS service delivery through the provision of high-quality capacity and technical expertise, including supportive supervision, coaching, and mentoring. Approaches per sector and country will reflect each country context and a co design process rather than being pre formulated at regional / Pacific level.

MAIN RESPONSIBILITIES AND TASKS

The Consultant- MHPSS areas of responsibilities will focus on the following broad areas:

1. Facilitate workshops and meetings across sectors to enhance the capacity of local populations and authorities to provide an MHPSS response to humanitarian crises and natural disasters.
2. Design and develop an outline for future MHPSS emergency response programming within the context of disaster preparedness and response strategy.

¹ UNICEF Climate Change Strategy for the pacific islands

- Facilitate the agreement and documentation of cross-sectoral connections and arrangements for MHPSS between the health, child protection, and education sectors – for specific actions emanating from the multi sectoral UNICEF workshop 27 – 29 November Fiji

KEY DELIVERABLES

- Develop and implement a strategic capacity building plan for relevant child protection and education actors implementing across the Pacific multi country programme officers
- Design and implement a supportive supervision and technical coaching and mentoring plan for Child sectoral actors forming part of national multi sectoral action plans for MHPSS

Natural disasters that could occur prior to or during the deployment could necessitate alterations to the Terms of Reference. A detailed workplan will be set and agreed monthly. The day-to-day supervision and technical oversight will be provided by the Chief, Child Protection, UNICEF Pacific Office.

ACTIVITIES, DELIVERABLES AND TIMELINES, PLUS PAYMENT SCHEUDLE PER DELIVERABLE

ACTIVITY	DELIVERABLES	ESTIMATED TIME TO COMPLETE	PAYMENT (%)
<ul style="list-style-type: none"> Draft an inception report identifying the scope of the work, the list of capacity building activities that will be conducted monthly and countries where they will be implemented. Present the draft written inception report and Plans to CP Team- Pacific Multi Country office 	<ul style="list-style-type: none"> Product 1: inception report. 	31 Working days of resuming the contract.	10%
<ul style="list-style-type: none"> Review of relevant systems (health, social welfare, and education) and definition of service delivery model in respective Countries of focus. Facilitate the agreement and documentation of cross-sectoral connections and arrangements for MHPSS between the health, child protection, and education sectors – for specific actions emanating from the multi sectoral UNICEF workshop 27 – 29 November Fiji 	<ul style="list-style-type: none"> Product2: Report 	31 Days	15%
<ul style="list-style-type: none"> Identify tools and prepare a generic MHPSS multisectoral training package for partners staff on with focus on Child, caregiver and community wellbeing Develop a generic supportive supervision, coaching and mentoring Tool and plan for implementation Develop plan for Country level trainings 	<ul style="list-style-type: none"> Product 3: Generic MHPSS multisectoral training package Generic supportive supervision and coaching tool 	31 working days	10%
<ul style="list-style-type: none"> Conduct one training or capacity building on MHPSS multisectoral programming for staff of partner agencies in Solomon Island Conduct one training on Supportive supervision and follow ups with programme managers from partners agencies 	<ul style="list-style-type: none"> Product 4: Report of training and supportive supervision visit-Solomon Island 	32 working days	15%

ACTIVITY	DELIVERABLES	ESTIMATED TIME TO COMPLETE	PAYMENT (%)
<ul style="list-style-type: none"> • Develop supportive supervision and monitoring plans with trained staff • Conduct one set of supervision and monitoring visit to trained staff per country (total 4 countries) • Write report for the period covered 			
<ul style="list-style-type: none"> • Conduct one training or capacity building on MHPSS multisectoral programming for staff of partners agencies in Vanuatu • Conduct training on Supportive supervision and follow ups with programme managers from partners agencies • Develop supportive supervision and monitoring plans with trained staff • Conduct one set of supervision and monitoring visit to trained staff • Write reports for the period covered. 	Product 5: Report of training and supportive supervision visit-Vanuatu	40 working days	14%
<ul style="list-style-type: none"> • Conduct one training or capacity building on MHPSS Multi sectoral programming for staff of partners agencies in Kiribati • Conduct training on Supportive supervision and follow ups with programme managers from partners agencies • Develop supportive supervision and monitoring plans with trained staff • Conduct one set of supervision and monitoring visit to trained staff • Write report for the period covered. 	Product 6: Report of training and supportive supervision visit-Vanuatu	32 working days	12%
<ul style="list-style-type: none"> • Conduct one training or capacity building on MHPSS Multi sectoral Programming for staff of partners agencies in Tonga • Conduct training on Supportive supervision and follow ups with programme managers from partners agencies • Develop supportive supervision and monitoring plans with trained staff • Conduct one set of supervision and monitoring visit to trained staff • Write report for the period covered. 	• Product 7: Report of training and supportive supervision visit--Tonga	32 working days	12%
<ul style="list-style-type: none"> • Conduct one training or capacity building on MHPSS Multi sectoral programming for staff of partners agencies in Fiji • Conduct training on Supportive supervision and follow ups with programme managers from partners agencies • Develop supportive supervision and monitoring plans with trained staff • Conduct one set of supervision and monitoring visit to trained staff • Write final report and document lessons learnt 	• Product 8: Report of training and supportive supervision visit--Fiji.	32 working days	12%
			TOTAL 100%

QUALIFICATIONS, SPECIALIZED EXPERIENCE AND ADDITIONAL COMPETENCIES
 Bachelors Masters PhD Other

- An Advanced University degree in social work, mental health related field, is required, including direct clinical work experience with children
- A minimum of 5 years of professional experience at national and international level in mental health and psychosocial support including supervision and direct work with children is required.
- Relevant experience in humanitarian action, and related areas, program/project development, and management in a UN system agency or organization is an asset.
- Understands, uses and adapts the tools, mechanisms and processes developed as part of Humanitarian Reform
- Proven ability to work in the Pacific with partners is highly desirable.
- Fluency in written and spoken English

CONDITIONS OF WORK AND CLARIFICATION ON SUPERVISION

The consultant will work from the Suva, Fiji Pacific Multi Country Office but with monthly visit to the field. The position will be field based. All work-related costs will be included in the contract remunerations. The daily follow up and supervision will be conducted by the Child Protection Specialist for Social welfare, and oversight from the Chief of Child Protection.

ADMINISTRATIVE ISSUES

- Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts. UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.
- No contract may commence unless the contract is signed by both UNICEF and the consultant/ contractor.
- Consultant/Contractor will be required to complete mandatory online courses (e.g. Ethics, Prevention of Sexual Exploitation and Abuse and Security) upon receipt of offer and before the signature of contract.

GUIDANCE FOR APPLICANTS

All applications for this consultancy must include a **separate financial offer** along with the **technical proposal**.

The financial proposal should be a lump sum amount for all the deliverables and should show a break down for the following:

- Daily consultancy fees – based on the deliverables in the Terms of Reference above
- Travel (economy air ticket where applicable to take up assignment and field mission travel)
- Living allowance where travel is required
- Miscellaneous- to cover visa, health insurance (including medical evacuation for international consultants), communications, and other costs.