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| **TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS** | |
| **Title**  **Senior National Consultant for Mental Health and Psychosocial Support** | **Duty Station:**  Warsaw, UNICEF RRO Poland |
| **Purpose of Activity/Assignment:**  UNICEF’s mandate is to ensure that the lives, well-being, and rights of children are protected and supported across the globe. This mission is carried out through efforts to strengthen institutional and governmental systems that protect children and adolescents, promote their rights, and support their development in safe and conducive environments. UNICEF emphasizes the importance of community-based actions and programming to empower families and communities to meet their needs and care for the most vulnerable groups. Whether in war-torn countries, disaster-affected areas, or nations at any stage of development—from low- to high-income—UNICEF is committed to ensuring that the most vulnerable children and adolescents receive special attention so that they can achieve their fullest potential.  Following the escalation of the war in Ukraine in February 2022, UNICEF established the Refugee Response Office (RRO) in Poland. This office has been working closely with the Ministry of Health and other organizations at both local and central levels to bolster the health system's capacity to address the needs of refugee women and children in Poland. As of now, approximately 950,000 Ukrainian refugees are registered in Poland, the majority of whom are women and children.  Mental Health and Psychosocial Support (MHPSS) is recognized as a priority for both the UN and UNICEF, being critical to achieving the 2030 Sustainable Development Goals. The UNICEF Strategic Plan 2022-2025 highlights MHPSS as a key area of focus, building on existing programming through child protection, education, and health. This is guided by the Child Protection Minimum Standards (CPMS), Core Commitments for Children in Humanitarian Action (CCCs), and the Inter-Agency Standing Committee (IASC) Guidelines on Mental Health and Psychosocial Support in Emergency Settings.  Refugee children and adolescents have endured traumatic experiences, are living in a foreign country, and are often separated from part of their families. Consequently, they face significant psychosocial challenges and, in some cases, mental health issues. Since the onset of the emergency, UNICEF RRO in Poland has supported MHPSS interventions across various sectors, including in education and social services. It is now recommended to integrate these services more comprehensively to deliver appropriate care to refugee children and their families/caregivers.  Recognizing the unique challenges faced by Ukrainian children, UNICEF RRO Poland will intensify efforts to support MHPSS interventions. This will involve close collaboration with the Ministry of Health in Poland and the provision of technical assistance, particularly as adolescent mental health has been identified as a top priority for the country, and will be a focal point for the upcoming EU Presidency in 2025.  To implement this comprehensive approach at the intended scale and scope, the Health and Nutrition section requires the expertise of a senior MHPSS national consultant. This consultant will bring the necessary technical and programmatic skills to support the integration of MHPSS into UNICEF’s Health programming in Poland, and is expected to contribute to national and subnational health system strengthening including by building capacities and partnerships. | |

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| **Objective:**  In the context of the Refugee Response Plan and in alignment with UNICEF’s Core Commitments for Children in Humanitarian Action, the consultant will play a crucial role in leading and supporting the health section's MHPSS efforts and in delivering results for children in emergency contexts. This role will also be vital in developing new partnerships and strengthening programmatic approaches.  The purpose of this contract is to provide senior-level MHPSS technical assistance to the Health and Nutrition section at UNICEF RRO Poland and support the implementation of the multisectoral MHPSS program within UNICEF RRO Poland. |
| **Scope of the work:**  UNICEF Refugee Response Office (RRO) in Poland is seeking a senior national consultant to provide strategic technical expertise for the Mental Health and Psychosocial Support (MHPSS) programme priorities within the Health and Nutrition section. The Senior National Consultant will also offer technical support and contribute to the implementation of the multisectoral MHPSS interventions across various sections, including Health, Child Protection, Education, Adolescent Development and Participation (ADAP), and Social and Behavior Change (SBC).  The Senior National consultant is expected to be based in Warsaw, Poland and will provide technical assistance for the following activities:   1. In coordination with the UNICEF RRO Poland MHPSS Working Group, contribute to the development of plans for future collaboration with key stakeholders in MHPSS at the national and local levels and strengthen UNICEF’s role in collaboration with other UN agencies in addressing the MHPSS needs of children and adolescents. 2. Engage, advocate and support inter-ministerial coordination, involving the Ministry of Health, to complement existing national efforts, initiatives, and stakeholders in Poland. 3. Conduct an assessment of the health system capacity to deliver mental health services to refugee children and adolescents, including the role of Community-Based Mental Health Centers as a model for promotion, prevention, and care and formulate actionable recommendations for an integrated and participatory system. 4. Develop an operational MHPSS action plan for the UNICEF Health program, aimed to promote access by refugee children and caregivers to Community-Based Mental Health Centers and improving pediatric psychology counseling services for Ukrainian refugee children and adolescents. 5. Map and identify in-country implementation partners with proven technical expertise in MHPSS to support the effective rollout of the MHPSS operational action plan for the health section 6. Provide technical assistance and inputs to the national MHPSS roadmap being developed under MoH leadership and support a comprehensive MHPSS approach on prevention, promotion, and care activities across multiple platforms (communities, health systems, education systems, and digital platforms). 7. Support and design a comprehensive set of appropriate interventions across different platforms on reducing stigma among refugees around mental health care-seeking, ensuring collaboration and complementarity with existing initiatives, partners, and in-country MHPSS efforts. 8. Identify specific gaps in protocols, standards of care, Standard Operating Procedures (SOPs), and additional required capacity development of service providers, and in collaboration with expert technical partners develop capacity building initiatives and resources as needed. 9. Contribute to coordination efforts with the Education, Child Protection, SBC, and other teams for the implementation of UNICEF RRO Poland’s multisectoral MHPSS response. |

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| **Child Safeguarding**  UNICEF individual consultants are expected to share the organisation’s commitment to the protection and safeguarding of children. This will be taken into account in UNICEF’s hiring and selection of UNICEF staff members and non-staff personnel, as well as selection of individual consultants and contractors.  **Standards of Conduct**  Consultants and individual contractors shall respect the impartiality and independence of UNICEF and shall neither seek nor accept instructions regarding the services performed under the individual contract from any Government or other authority external to UNICEF. During the period of their service for UNICEF, consultants and individual contractors shall refrain from any conduct that would adversely reflect on UNICEF and shall not engage in any activity that is incompatible with the aims and objectives of the United Nations or UNICEF. ​ | | | | | | |
| **Start Date:** | | **End Date:** | | | | |
| *1 November 2024* | | *31 December 2025* | | | | |
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| **Tasks** | **Deliverables/Outputs** | **Delivery deadline** |
| Provide technical assistance to the health section and support for implementing planned tasks. | Deliver monthly reports detailing progress on all planned activities | Reports to be submitted at the end of each month. |
| Support the health section in implementing and monitoring the MHPSS project. | Monitoring report on the implementation of partnerships based on calls for expression of interest on MHPSS. | Reports to be submitted after field visits and meetings with partners. |
| Organize and attend meetings coordinated by partners. | Plan for collaboration with key MHPSS stakeholders at the national level. | The finalized document by the end of November 2024. |
| Lead a stakeholder mapping workshop to identify key MHPSS stakeholders at national and local levels. | Mapping with implementation partners to support the rollout of the MHPSS | December 2024 |
| Conduct a comprehensive assessment of health and education systems, focusing on Community-Based Mental Health Centers. | Assessment report on the capacities of health, education, including the role of Community-Based Mental Health Centers. | The finalized document by the end of January 2025. |
| Develop an action plan to enhance access to Community-Based Mental Health Centers for Ukrainian refugee children. | Action plan on promoting access to Community-Based Mental Health Centers and improving pediatric psychology counseling services for Ukrainian refugee children | The finalized document by the end of January 2025. |
| Participate in workshops and consultations for the national MHPSS roadmap. | Technical input and contributions to the MHPSS roadmap | The finalized document by the end of February 2025. |
| Collaborate with the SBC team to prepare and implement awareness campaigns focused on reducing stigma around mental health care-seeking. | Interventions focusing on reducing stigma around mental health care-seeking. | Throughout the period November 2024 – October 2025. |
| Provide technical leadership for MHPSS strategic planning and response. | Multisectoral MHPSS strategic plans and response in coordination with other sections and as required | Period review and updates in collaboration with the Education, Child Protection, SBC |

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| Travel Local | | During this period, there are expected travels inside Poland. Frequency and travel plan to be defined. | Reports from field visits and meetings with partners. |
| DSA (if applicable) | | Yes, according to travels to be defined in consultation with the office. | |
| **Minimum Qualifications required:** | **Knowledge/Expertise/Skills required:**   * Interested consultants must have at least 5 years of experience in designing, implementing and leading MHPSS programming across different platforms in high-income countries. * Documented and recognized expertise in providing strategic direction and guidance in MHPSS, and specifically in MHPSS integrated into health and nutrition programming. * Proven experience in the development and implementation of large scale multisectoral MHPSS interventions in high-income countries. * Experience and knowledge of response interventions with refugees from Ukraine is an advantage. * Experience working with the Polish Ministry of Health is an advantage * Proven experience and skills in coordinating multisectoral MHPSS working groups and other mechanisms and in providing strategic and technical contributions in high-level MHPSS coordination fora. * Proven track record in capacity building and in developing guidance documents, SOP’s, M&E frameworks, etc. on MHPSS. * Proven track record in engaging with local and national MHPSS stakeholders, including national governmental authorities. * Deep understanding and solid experience with multisectoral teams and interventions. * Excellent analytical, communication and writing skills, critical thinking capacity. * Excellent ability to work in a team is required. * Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability. * Experience working in the emergency context. * Fluency in Polish and English is required. | | |
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**Financial Proposals**

Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

 

**Remarks:**

Individuals engaged under a consultancy 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. Consultants 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 consultant is solely responsible to ensure 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 consultant 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. The vaccine mandate, 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](https://www.unicef.org/careers/unicef-provides-reasonable-accommodation-job-candidates-and-personnel-disabilities) 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.