

Preliminary Job Information

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| Title | PSYCHOSOCIAL FIRST AID (PFA) AND MENTAL HEALTH ADVISOR |
| Country & Base of posting | AFGHANISTAN – JALALABAD WITH FREQUENT TRIPS TO KABUL |
| Reports to | FIELD COORDINATOR – JALALABAD |
| Creation/Replacement (incl. name) | Replacement |
| Duration of Handover | 1 weeks in Kabul for briefing |
| Duration of Mission | 11 months |

General Information on the Mission

Context

Première Urgence Internationale (PUI) is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency. The association leads in average 190 projects by year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures, water, sanitation, hygiene and economic recovery. PUI is providing assistance to around 5 million people in 20 countries – in Africa, Asia, Middle East, Eastern Europe and France.

Afghan mission is the oldest PUI mission, with first medical intervention launched in 1980 just after the Soviet Invasion. Since then, the country has mostly been in conflict, with both national armed groups and international forces, causing mass casualties and massive movements of population, within or out of the countries: out of the 30 millions in country population, 805.000 are registered as IDPs. 272.000 since January 2015, 3.703.000 Afghan refugees are registered in foreign countries (UNHCR, 2014).

Since NATO intervention in 2001, humanitarian assistance and development projects have reached unprecedented levels of funds and intervention in the country. In the 2012 Tokyo Conference, Afghanistan announced its road map toward self-reliance. However, great challenges remain to overcome. Security, social and economic development, good governance, and justice are, among other issues, essential pre-conditions in order to achieve the country's ambitious objectives.

However, due to the raise of Armed Opposition Groups and the constantly increasing number of fights in the country, the security situation remains unstable. Many attacks continue to claim lives among the Afghan population. In April 2014, the Presidential poll marked the transfer of power from one elected president to another for the first time in the country's history. The political transition coincides with a security transition as Afghan security forces have taken up security responsibility from international forces which withdrew at the end of 2014. Humanitarian stakeholders forecasted an increased level of violence, a rise in unemployment and criminality. Those most affected are IDPs, the war wounded, and the people living in contested areas. As a consequence of constant unrest and lack of economic perspectives, many people flee the country being to neighboring countries such as Iran or Pakistan, or to Europe (in terms of population, Afghan people are the second nationality represented in the migrants continuous flux to Europe according to Frontex Agency).

Thus, Afghanistan is today at crossroads, between increasing autonomy and development of infrastructures, within chronic vulnerabilities and complex emergencies to deal with: AOG are extending their territories, number of armed clashes and of casualties is constantly increasing, and natural disasters (such as the Earthquake which affected the country on 23rd October 2015) are challenging the resilience of communities (8 millions people were assessed in food insecurity situation in 2015 according to Fewsnet) Rebuilding and strengthening the health-care system is still a priority in Afghanistan, with the country-wide continuation of the implementation of BPHS (Basic Package of Health Services) and the EPHS (Essential Package of Hospital Services), initiated in 2003 and 2005, and the implementation of emergency responses.

PUI's strategy/position in the country

PUI strategy is to address the fundamental needs of the Afghan population in respect with all humanitarian principles. Indeed, Neutrality and impartiality are key principles to respect in order to enable humanitarian access to the affected populations.

PUI has a strong health expertise in the country that can be used as an entry point to implement an integrated approach to support the population to regain their most basic needs and also to their self-sufficiency. Indeed, such problems as malnutrition and undernutrition request a multi sectoral and comprehensive response in order to decrease the prevalence of the phenomenon.

Since the beginning of 2013, PUI in Afghanistan decided to start interventions on emergency preparedness and medical interventions for conflict-affected populations. With constant increasing of civilian casualties during from January 2014 to June 2015 (4.900 registered during the first 2015 semester), it is indeed crucial to have health staff prepared and equipped for mass casualties, and also to implement responses to population displacements.

Due to the violent recent history of the country and the constantly increasing number of security incidents in the country, PUI is developing an advocacy plan for development of PFA in the country, in order to support the development of such activity countrywide.

History of the mission and current programs

BPHS/EPHS Project:

Since 2003, PUI has been implementing the Basic Package of Health Services (BPHS) and the Essential Package of Health Services in collaboration with the Afghan Ministry of Public Health, in different provinces. Currently, PUI implements the BPHS in Kunar and Daykundi provinces, and the EPHS in Kunar, running in total 74 health centers and 1 Provincial hospital, and employing more than 1000 health and support staff. In Daykundi, PUI collaborates with Move Welfare organization, an afghan NGO, for the implementation of the basic package of health services supporting 39 health centers and 332 health posts, employing more than 500 medical and support staff.

Salamati Project:

Since 1995, PUI has been creating and editing the Salamati magazine to contribute to the training of staff and health professionals in Afghanistan; since 2007, the Salamati is aimed at community health workers. It has a circulation of about 25,000 and is distributed throughout the country. The project is currently funded till January 2016 by EuropeAid.

Emergency life-saving intervention in Kunar and Nangahar provinces:

This program funded by ECHO started in May 2013. Preparing for a possible escalation of the conflict in the province, senior medical staff are trained on emergency medical care and will replicate the trainings to the staff of the BPHS health facilities. Specific operational plans with definition of early warning systems are developed. With the evolution of the context PUI is scaling-up its emergency activities in Nangarhar as well, extending the successful interventions in Kunar and with additional tailored activities in assistance to IDPs. The partnership with ECHO has been recently extended until end of March 2017.

Although Afghanistan has been almost continuously at war for the last 3 decades (exception of the Taliban Regime 1995-2001) with high trauma caseload and indiscriminate targeting between civilians and fighters, Psychosocial First Aid is very little developed.

This can be explained by the overall destruction of the Health system after soviet invasion, and the many challenges linked with the rebuilding enterprise throughout BPHS and EPHS services.

As BPHS and EPHS implementer in Kunar Province, PUI is working with 49 health Facilities to provide Basic Primary and secondary Healthcare services. Linked with continuous fights in the areas and increasing pressure from AOGs on strategic axis and locations, trauma caseload has been increasing as well.

Parallel to the medical response developed at community or health facility level, PUI has been developing, first as a pilot project, provision of Psycho-social First Aid as integrated to the trauma care services. Thus, in Kunar Province 1,310 PFA consultations and 1,661 community awareness have been conducted in 2015, far above expectations.

Although Psychological trauma largely remain a taboo and that resilience of population in Afghanistan seems quite high, it however highlights the need for PFA in order to decrease the risk of mental disorders and to document the causes of trauma as well (according to PFA consultations data, 42% of the PFA consultations are directly linked with war causes, explosions, fights, bombings...)

WHO support for remote areas

The World Health Organization has been supporting PUI in Daykundi provinces since December 2012 with programs in Kunar (temporary health services provision sites to increase the vaccination coverage) and Daykundi province (temporary outreach health services provision sites during winter while roads are mainly inaccessible) in 2015/15 winter season the same intervention was supported by CHF in Daykundi.

Nutrition programmes in Daykundi and Kunar province:

While Chronic Malnutrition is a major health public issue at the national level (55% of the young children suffering from stunting according to latest National Nutritional survey in 2013), Global Acute Malnutrition also is a major challenge for health stakeholders. PUI then receives the support of the World Food Program, UNICEF, and CHF for the implementation of an Integrated Management of Acute Malnutrition programme covering the whole province of Kunar where SAM rate (6-59 months population considered) is constantly above 2% and GAM rate above the alert threshold (evolution from 17,8 %to 11;6% between 2013 and 2015).

Configuration of the mission

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| BUDGET FORECAST 2016 | 8 MILLION EUROS |
| BASES | Kabul city, coordination office, Nili (Daykundi), Assadabad (Kunar), Jalalabad (Nangahar office) |

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| NUMBER OF EXPATRIATES | 10 |
| NUMBER OF NATIONAL STAFF | 1190 |
| NUMBER OF CURRENT PROJECTS | 13 |
| MAIN PARTNERS | EuropeAid, WHO, UNICEF, WFP, ECHO, MOPH/ARTF, UNOCHA |
| ACTIVITY SECTORS | Health |
| EXPATRIATE TEAM ON-SITE | Head of Mission — Finance & Administrative Coordinator – Logistics Coordinator —Medical Coordinator- – Logistician / Administrator of Base Nili- - Grants Officer - Field Coordinators (2) |

Job Description

Overall Objective

The **Psychosocial First Aid (PFA) and Mental Health Advisor** will be working under the responsibility of the Field Coordinator in Jalalabad and will be in charge of the training of the project staff on psycho-social counseling at health facility and hospital level to the general Kunar and Nangarhar Population including Internally Displaced People. Depending on the security situation he/she will be mainly based in the liaison office in Jalalabad (Nangarhar province, 2/3 time) with frequent trips to Kabul coordination office for coordination purposes and liaising with stakeholders at national level (1/3 time).

Tasks and Responsibilities

- ▶ **Programs:** He/She will ensure implementation and oversight of the activities related to psycho-social counseling of the program in the frame of PUI emergency response in Eastern Region; He/She will also develop PUI internal capacity on PFA management (Afghan Mission and organization level: HQ+ Regional Office) by development of internal curriculums and human resources
- ▶ **Representation:** He/She will liaise with stakeholders in Afghanistan working on psycho-social support
- ▶ **Strategy / Advocacy:** He/She will ensure representation and lead advocacy process by national partners in Afghanistan (MoPH, International and National NGOs, local authorities) for development of PFA and integration in the emergency response phase).

Specific objectives and linked activities

1. SUPERVISION OF THE IMPLEMENTATION THE PFA PROGRAM FOR PSYCHO-SOCIAL COUNSELING TO THE HEALTH FACILITIES STAFF

- ▶ Identify the zones most affected, the population categories most vulnerable (according to status, age, gender, professional category...),and define the vulnerability criteria that allows these groups to be distinguished throughout the intervention.
- ▶ Assess the specific needs in Kunar and Nangarhar provinces related to psycho-social counseling, through meetings with the medical department in Kabul and key medical experts in Jalalabad
- ▶ Is accountable for the PFA database management, data provision and analysis (disaggregated data by cause of trauma, gender, age, geographical area, seasonal analysis)
- ▶ Prepares a training curriculum for health facilities staff
- ▶ Plans, organizes and conducts the training of 80 health facilities staff on psycho-social counseling
- ▶ Provides detailed report on the trainings conducted and provides recommendations to the Head of Base, the Program Coordinator and the Medical Team in Kabul
- ▶ Whenever possible, provides on-job training for health facilities staff

2. MONITORING, EVALUATION AND REPORTING

- ▶ Submits weekly reports to the Project Manager and Field Coordinator
- ▶ Proposes updates of the tools in place at health facility level to collect information on the patients psycho-social status
- ▶ Participates, upon request and whenever possible, to the coordination meetings in Kabul
- ▶ Conducts monitoring missions whenever possible at health facility level
- ▶ Participate in the capitalization and management of the knowledge of the mission.
- ▶ Participate in the preparation of intermediate and final report;

3. REPRESENTATION AND COORDINATION

- ▶ Eastern Region: Under the supervision and in collaboration with the Field Coordinator, represents PUI with its implementing partners (NGOs, WHO, UNHCR and other partners) at provincial level, including local authorities for matters related to mental health and psycho-social support in the program.
- ▶ Coordination Kabul: Ensure visibility and knowledge-sharing of PFA interventions with other stakeholders (MoPH, health and protection clusters)
- ▶ Participate in the monitoring of the PFA and general delivery of psychosocial assistance from other partners;

4. CAPITALISATON & STRATEGY

- ▶ Ensure that the provision of PFA is properly inscribed in the larger PUI strategy for capacity building and integration of Emergency services into BPHS;
- ▶ Participate , in coordination with Kabul staff, in the development of a larger national PFA strategy, based on PUI experience,
- ▶ Proposes strategies for the inclusion of a psycho-social component in the training curriculum of Community Health Workers for the first-aid support to displaced populations
- ▶ Proposes possible synergies with other stakeholders working on mental health / psycho-social support or with other emergency-related actors (ERM)
- ▶ Development and consolidation of internal PUI guidelines on PFA matching with PUI mandate and standards (HQ level, Regional Office)

Team management

- ▶ Technical support to National Psycho-social staff (1 coordinator, 2 supervisors,1 translator.)
- ▶ He/she will work in close collaboration with the mental health focal points and with the medical team in Kabul

Required Profile

Required knowledge and skills

| | REQUIRED | DESIRABLE |
|--------------------------------|--|----------------------------------|
| TRAINING | Psychologist | Specialization Public Health |
| PROFESSIONAL EXPERIENCE | | |
| ▶ Humanitarian | X | X |
| ▶ International | X | |
| ▶ Technical | X | |
| KNOWLEDGE & SKILLS | ▶ Excellent training skills ▶ Excellent planning skills | ▶ Good writing skills in English |
| LANGUAGES | Mandatory | |
| ▶ French | | X |
| ▶ English | | |
| ▶ Other (please specify) | | Dari |
| SOFTWARE | | |
| ▶ Pack Office (Word, Excel) | X | |
| ▶ Other (To be specified) | | |

Required Personal Characteristics (fitting into the team, suitability for the job and assignment)

- ▶ Humanitarian experience (Minimum 2 years).
- ▶ Work experience in a confined and/or insecure location
- ▶ Ability to work independently and with a sense of initiative and responsibility
- ▶ High stress tolerance
- ▶ Diplomatic and open-minded
- ▶ Good analytic ability
- ▶ Ability to negotiate
- ▶ Ability to organize and manage priorities
- ▶ Ability to respect security rules
- ▶ Ability to make proposals and find solutions
- ▶ Ability to work and manage people in a professional and mature manner
- ▶ Ability to take into consideration the local environment and its political, economic and historical aspects

Proposed terms

Status

- ▶ **EMPLOYED** with a Fixed-Term Contract

Compensation

- ▶ **MONTHLY GROSS INCOME:** from 1 650 to 1 980 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

Benefits

- ▶ **COST COVERED:** Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE** including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING** in collective accommodation
- ▶ **DAILY LIVING EXPENSES** (« Per diem »)
- ▶ **BREAK POLICY** : 5 working days at 3 and 9 months + break allowance
- ▶ **PAID LEAVES POLICY** : 5 weeks of paid leaves per year + return ticket every 6 months