

JOB DESCRIPTION

Preliminary job information

Job Title	Mental Health and Psycho-Social Support Advisor
Country and Base of posting	Afghanistan, Jalalabad
Reports to	Deputy Head of Mission for Programs
Duration of Mission	6 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 200 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 7 million people in 22 countries – in Africa, Asia, Middle East, Eastern Europe and France.

Context

Afghan mission is the oldest PUI mission, with first medical intervention launched in 1979 just after the Soviet Invasion.

Since then, the country has mostly been in conflict, with national armed groups and international forces, causing mass casualties and massive movements of population, within or out of the country. In 2018, 372 000 people have been internally displaced (bringing the total number of displaced people to 2.6 million at the end of 2018). The same time, there has been an influx of more than 3.3mln Afghan returnees from Iran and Pakistan. This high number of returns is putting pressure on host communities that are already strained by the conflict.

The achievements realized by the international community following the post-2001 intervention are now jeopardized by the intensification of conflict and violence and fragile governance. Indeed, due to the increase of the attacks, casualties, displacements and consequently, of the acute needs, the United Nations reclassified Afghanistan conflict from a protracted one to an active one. Many armed groups (mainly Islamic State of Afghanistan) are threatening the Government of Afghanistan, struggling to impose its vision of development, despite continuous extended military, financial and political support, nationally and internationally.

Insecurity, economic concerns, governance issues and increased pressure on the delivery of services are pushing many Afghans to risk their lives fleeing to Europe, as they see no future in Afghanistan. Afghan refugees represent the third largest refugee group worldwide and the second largest contingent of asylum seekers to the EU.

In this scenario, with elevated pressure on aid actors, the capacity to deliver aid to the most in need in remote areas is jeopardized. Access on field remains one of the biggest challenges in Afghanistan, especially in some provinces, including Nangarhar and Kunar. The humanitarian crisis is looming as actors are overstretched and resources oriented to other crises. A high capacity to deliver aid is then required in such a complex environment where humanitarian needs are huge.

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 started interventions on emergency preparedness and medical interventions for conflict-affected populations. As Afghanistan became the world's deadliest conflict in 2018 with 59% annual increase in terrorism-related deaths,, 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 high number of security incidents in the country, PUI is developing an advocacy plan for development of Psychosocial First Aid (PFA) in the country in order to support the development of such activity countrywide. In order to better integrate its health activities, PUI also conduct WaSH activities in the health facilities.

The main programmatic objectives of the mission for 2019-2021 are:

PUI is planning to address the needs of conflict-affected IDPs and populations in general, drought-affected IDPs, to improve access and quality of health and nutrition services as well as to tackle the PSS needs of the humanitarian workers who are exposed to traumatic events in their daily work. A specific focus is given on women's health and their access to quality health services.

History of the mission and current program

Prior to the Première Urgence Internationale (PUI) merger, AMI had been present among local populations in Afghanistan since 1980 for health programs. To be noted that PUI remains to be called PU-AMI in Afghanistan. Currently, the organization is running the following programs in Nangarhar, Kunar, Nuristan and Laghman provinces

Emergency life-saving health intervention:

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 selected 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.

Although Afghanistan has been almost continuously at war for the last 4 decades with high trauma caseload and indiscriminate targeting between civilians and fighters, PFA is very little developed.

As key health actor, PUI is working in health facilities to provide primary healthcare services. Linked with continuous fights in the areas and persistent pressure from armed opposition groups (AOGs) on strategic axis and locations, trauma caseload has been increasing as well.

Integrated to health services developed at community or health facility level, PUI has been developing, first as a pilot project and now at broader scale, the provision of PFA and psychosocial support.

Although psychological trauma largely remains a taboo and resilience of population in Afghanistan seems high, it however highlights the need for PFA in order to decrease the risk of mental disorders and to document the causes of trauma.

Nutrition programmes:

While chronic malnutrition is a major health public issue at the national level, Global Acute Malnutrition also is a major challenge for health stakeholders. PUI then receives the support of OFDA for the implementation of an Integrated Management of Acute Malnutrition program 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. Currently, nutrition component is largely present in PUI interventions both mobile and static.

WaSH

To ensure the health services are provided respecting the basic WAaSH standards, PUI ensures the rehabilitation of sanitation, latrines, water supply systems. PUI also provides assistance to the health and nutrition facilities through drilling of boreholes powered through solar panels. PUI works on hygiene kits, NFI distribution, and hygiene promotion as well.

Configuration of the Mission	
BUDGET 2020	7 million EUR
BASES	Kabul (coordination office), Jalalabad (liaison office), Asadabad (liaison-office)
NUMBER OF EXPATRIATES	12
NUMBER OF NATIONAL STAFF	250
NUMBER OF CURRENT PROJECTS	2 (additional grants are under negotiations)
MAIN PARTNERS	ECHO, USAID/OFDA
ACTIVITY SECTORS	Health Nutrition Multi-sectorial Emergency Response Mechanism / Cash-based assistance Protection WaSH
EXPATRIATE TEAM ON-SITE	Kabul Country Management: Head of Mission, Deputy HoM Programs, Grants Officer, Health Coordinator, Finance Coordinator, HR Coordinator, Logistics Coordinator Jalalabad Management: Field Coordinator, Deputy Field Coordinator Programs, MHPSS Technical Advisor, MEAL Manager, Log-Admin Coach

Job Description

Overall objective

The **Mental Health and Psycho-Social Support Advisor** will be working under direct management of Deputy Head of Mission for Programs (DHoMP) in Jalalabad and technical guidance of MPHSS Technical Advisor in PUI HQ. S/he will be in charge of the development, technical supervision and standardization of PUI MHPSS activities and supporting DHoM in implementing protection mainstreaming standards in Afghanistan mission. 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 Office for coordination purposes and liaising with stakeholders at national level (1/3 time).

Tasks and Responsibilities

Programs: S/he will provide technical support and oversight of activities related to Psychosocial Support (PSS) of the program in the frame of PUI emergency response in Eastern Region – psychosocial support and lay counseling, referral pathways, community based protection and PSS activities, protection mainstreaming. S/he will act with objective to strengthen and frame PUI's PSS interventions. S/he will develop and/or reinforce the quality assurance processes for MHPSS activities following international, national and internal standards. Furthermore, s/he will develop PUI internal capacity on MHPSS, protection mainstreaming across PSS activities, and initiate awareness building on protection mainstreaming across other sectors of PUI interventions (mainly through communicating on already existing and validated internal curriculum and training packages , coordination and involvement of external partners)

Representation: S/he will liaise with stakeholders in Afghanistan working on MHPSS and Protection.

Strategy/Advocacy: S/he will represent PUI and engage in advocacy efforts at MHPSS and Protection relevant fora, in coordination mechanisms, and bilateral relations with variety of stakeholders (including but not limited to: Directorate of MPHSS at Ministry of Public Health, MHPSS WG, and Protection Cluster). S/he will support DHoMP in the design and inclusion of MHPSS activities in PUI programs and strategy.

Specific objectives and linked activities

1. TECHNICAL SUPPORT TO THE IMPLEMENTATION OF MHPSS PROGRAM

- ▶ Oversees the technical quality of MHPSS related activities, including monitoring of the quality of interventions, development of sectoral action plans and recommendations, close collaboration with MPHSS staff as well as external stakeholder
- ▶ Oversees compliance and adherence to relevant standards, policies, guidelines and SOPs
- ▶ Leads and ensures institutional knowledge building for MPHSS interventions and Protection Mainstreaming
- ▶ Supports and participates in assessment of the specific needs in PUI areas of operations related to MHPSS through revision of tools, revision of collected data and conducted analysis, meetings with national-level stakeholders, analysis of secondary data and available assessments, design of MPHSS activities according to the needs and gaps identified, and ensures Protection Mainstreaming principles are met.
- ▶ Analyses capacity of PUI MHPSS project team and prepares relevant technical trainings to improve skills and knowledge, including in Protection Mainstreaming.
- ▶ Supervises implementation of proper MHPSS data collection and management in line with PUI data protection protocol and international standards (confidentiality, beneficiary data management in hard and soft copies), as well as training for Protection Mainstreaming, MHPSS and other PUI staff on sensitive data management
- ▶ Supports in development and maintenance of service mapping, as well as efficient internal and external referral pathways

2. MONITORING, EVALUATION AND REPORTING

- ▶ Proposes updated tools at health facility (HF) and mobile health team (MHT) level to collect information on patients' psychosocial status
- ▶ With support of HQ Technical Advisor, proposes quick impact evaluation tools for MHPSS activities at field level
- ▶ Proposes new strategies of intervention with objective to improve quality of action (for instance implementation of Problem Management Plus (PM+) or other evidence-based scalable PSS interventions
- ▶ Conducts supervision sessions whenever possible at field level, and participates in the monitoring of all activities related to MHPSS
- ▶ Participates in the preparation of intermediate and final reports
- ▶ Prepares contextual materials on MPHSS aspects upon request
- ▶ Ensures MHPSS activities are monitored by the MEAL team when conducting general monitoring visits, KAP surveys and that specific MHPSS post-intervention monitoring surveys are conducted regularly

4. REPRESENTATION AND COORDINATION

- ▶ Ensures visibility and knowledge-sharing on MHPSS interventions with other stakeholders (MHPSS Directorate at Ministry of Public Health, MHPSS Working Group, Protection Cluster, other multilateral fora)
- ▶ Attend regularly all relevant clusters and working groups and activity participates in their works including advocacy efforts
- ▶ Ensures efficient collaboration and coordination between technical and program implementation teams in MHPSS related aspects
- ▶ Supports efficient collaboration and coordination between offices in Kabul and the field in MPHSS related aspects
- ▶ Participates to donors meetings when requested and provides updates on PUI programming in the area of MHPSS
- ▶ Participates to and promotes reinforcement of the referral frameworks for MHPSS activities between existing stakeholders

5. STRATEGY AND CAPITALIZATION

- ▶ Leads the preparations of the mission strategy for MHPSS sectors.
- ▶ Participate to the proposal designing and writing process for MHPSS activities.
- ▶ Prepares detailed and long term action plans for MHPSS sector, that includes sector development plan, key strategic documents needed, SOPs, guidelines and technical documents, tools, training and capacity building plan for MHPSS team
- ▶ Proposes possible synergies with other stakeholders working on MHPSS or with other emergency-related actors (ERM)
- ▶ In collaboration with HQ MPHSS Technical Advisor, develops and consolidates internal PUI guidelines on MHPSS matching with PUI mandate and standards (internal, national and international)
- ▶ Improves and harmonizes community awareness materials (IEC), fitting the needs of the context with images that are understandable for beneficiaries (linked with depression, anxiety, stress), following national standards and policies
- ▶ Assists in the mainstreaming of PUI Protection concept in all PUI activities by providing technical insight and facilitating workshop sessions
- ▶ Develops activity sheets for the implemented interventions

Team Management

- ▶ Number of people to manage and their position (expatriate/local staff) - None
- ▶ Direct management: 0
- ▶ Functional link: MHPSS Manager, PSS Supervisors, and all PSS Providers

Other Interfaces

- ▶ Internal: Field Coordinator, Deputy Field Coordinator for Programs, Health Coordinator, MEAL Manager
- ▶ External: national and regional authorities, partners in coordination mechanisms, other partners and stakeholders

Required Profile

Required Skills and Know-How

	REQUIRED	DESIRABLE
TRAINING	<ul style="list-style-type: none"> ▶ Psychologist and/or Social Work (master's degree) 	<ul style="list-style-type: none"> ▶ Specialization Public Health ▶ Psychotherapy ▶ Diploma related to Protection
PROFESSIONAL EXPERIENCE		
▶ Humanitarian	X	
▶ International	X	
▶ Technical	X	

KNOWLEDGE & SKILLS	<ul style="list-style-type: none"> ▶ Key policies, guidance materials on mental health ▶ Key training on MPHSS ▶ Research and analysis ▶ Capacity building ▶ Capitalization ▶ Communication ▶ Planning 	<ul style="list-style-type: none"> ▶ National policies and plans on mental health and protection-relevant
LANGUAGES <ul style="list-style-type: none"> ▶ French ▶ English ▶ Other (please specify) 	Mandatory	X Dari
SOFTWARE <ul style="list-style-type: none"> ▶ Pack Office ▶ Other (To be specified) 	X	
Required Personal Characteristics (fitting into the team, suitability for the job and assignment)		
<ul style="list-style-type: none"> ▶ Ability to work independently and with a sense of initiative and responsibility ▶ High stress tolerance ▶ Work experience in a confined and/or insecure locations ▶ Diplomatic and open-minded ▶ Good analytical skills ▶ Strong communication skills ▶ Ability to organize and manage priorities ▶ Ability to respect security rules ▶ Ability to take into consideration the local environment and its political, economic and historical aspects ▶ Moving forward in a changing environment 		

Proposed terms

Status

- ▶ **EMPLOYED** with a fixed-term contract

Compensation

- ▶ **MONTHLY GROSS INCOME**: from 1 980 up to 2 310 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** ensured by per-diem
- ▶ **BREAK POLICY**: break every 2 months + break allowance
- ▶ **PAID LEAVE POLICY**: 5 weeks of paid leave per year + return ticket every 6 months