

Preliminary Job Information

Job Title	MENTAL HEALTH AND PSYCHO-SOCIAL SUPPORT ADVISOR
Country & Base of posting	NIGERIA, BASED IN MAIDUGURI
Reports to	MEDICAL COORDINATOR/ HQ MHPSS ADVISOR
Creation/Replacement	Replacement
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 on average 200 projects per 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 6 million people in 22 countries – in Africa, Asia, Middle East, and Europe. Following the intensification of the Chad Lake conflict in Nigeria (North East of the Country), PUI opened its Nigerian mission in 2016. PUI is also assisting the Nigerian refugees in Cameroon.

General Context :

With the biggest population in Africa, (between 178 and 200 million inhabitants), Nigeria is ranked as one of the first economy of the continent thanks to oil and petroleum products as well as mineral resources (gold, iron, diamonds, copper etc...). Despite a strong economy, Nigeria suffers from huge development disparities between North and South of the country, from inequalities between rich and poor, and from a high rate of corruption, at every level of the economic and administrative system. Moreover, Nigeria experiences a great ethnic and religious diversity. Within this volatile environment, the conflict in the North-East of the country (states of Borno, Adamawa and Yobe) and the linked widespread violence triggered a large scale humanitarian crisis.

The conflict in the North-East

The group now called Boko Haram was created in 2001, with activity related to social actions and schooling. Over the years, the group started an armed rebellion against the government of Nigeria. Several members of the group were arrested, sparking deadly clashes with Nigerian security forces. The group's founder and then leader Mohammed Yusuf was killed while still in police custody. This was the beginning of the radicalization of the movement and of the conflict still affecting the area in the present days. In 2015, the Nigerian army received military support of neighboring countries (Chad, Cameroon, Niger and Benin) and of an occidental military coalition (US, France, British). The same year, Boko Haram pledged allegiance to ISIS and ended up divided into two branches: ISWAP (linked to ISIS) and JAS (the historical branch).

This conflict as well as the previous lack of basic services have created acute humanitarian and protection needs for those impacted by the crisis, including refugees, internally displaced persons (IDPs) and local communities.

Humanitarian consequences:

The armed conflict affected more than 14 million people, with 2 million forcibly displaced in the Lake Chad Basin region, and new displacement continues. Following the new conflict and military developments, several Local Governmental Areas (LGAs) of Borno State were deemed accessible to humanitarian aid by the Nigerian government. But outside of the capital cities, in the countryside, the security is not granted to the populations and to the humanitarian workers. Assessments conducted in newly accessible areas in Borno State revealed severe humanitarian and protection conditions. Still, many people remain inaccessible to humanitarian actors due to insecurity, particularly in Nigeria's Borno State and border areas of Cameroon and Niger.

As of January 2019, close to 3.4 million displaced and returnees have been registered in Northern Nigeria, sometimes under conditions that have not been voluntary, safe and dignified. Projection for 2019 forecast new displacement and arrivals from the inaccessible areas (around 200,000). In total, at least 1.32 million of IDPs are located in Borno State. 50% of them are living in host communities. Around 55% of those displaced are children and the number of female and child-headed households is on the rise because male heads of households have either disappeared, been killed or fear to return to join their families. Sexual and gender-based violence (SGBV) is widespread, and many people have suffered the trauma of violent experiences.

The Humanitarian Needs Overview (HNO) 2019 estimated some 7.1 million people in need of humanitarian assistance in Nigeria across the three states of the north east (Borno, Yobe and Adamawa) with most needs concentrated in Borno State. In determining the scale of the response for 2019 (more than 1 billion USD consolidated appeal!), humanitarian partners agreed to focus on states assessed as the most affected by the violent conflict, infrastructure destruction, mass displacement, ongoing insecurity and ensuing factors. The most critical areas requiring humanitarian assistance are located in Borno, Adamawa and Yobe states where millions of people are in need of urgent life-saving assistance.

PUI's strategy/position in the country

The main programmatic objectives of the mission for 2019 can be synthesized as follows:

- Continue and further develop the response to urgent needs of IDPs and Host Communities living in Maiduguri City through Food Security, Health, Nutrition and Protection activities.
- Further develop the integrated multi-sector response in Maiduguri City with the widening of the sectoral scope of PUI intervention by adding Protection, WASH... to the response portfolio (either directly or through coordinated approach with external actors)
- Develop the support to vulnerable populations in Monguno, through the launch of 2 Health, Nutrition and Protection projects

History of the mission and current programs

The PUI Nigerian Mission has been officially opened in April 2016, with a focus on meeting urgent needs, including improving access to food commodities for Internally Displaced People (IDP) and host communities (HC), later adding Primary Health Care and Nutrition activities. This initial intervention was focused on populations living in Maiduguri. The progressive sectorial widening allowed to start implementing an integrated approach from 2017 in Bolori II Ward in food security, livelihoods, nutrition and health, with the support of ECHO, FFP, OFDA and CDCS, in line with PUI's global strategy. In 2019, PUI will further develop its comprehensive response in Maiduguri and Monguno, with the main objectives of reducing morbidity and mortality of the most vulnerable population and promoting protection amongst the whole affected community.

Configuration of the Mission

BUDGET ESTIMATE 2019	17 MILLION EUROS
BASES	ABUJA (ADMINISTRATIVE OFFICE) MAIDUGURI (COORDINATION OFFICE), MAIDUGURI AND MONGUNO (FIELD OPERATION OFFICE)
NUMBER OF EXPATRIATES	30
NUMBER OF NATIONAL STAFF	300
NUMBER OF CURRENT GRANTS	3
MAIN PARTNERS	ECHO, USAID/OFDA, CDCS, USAID/FFP
ACTIVITY SECTORS	Food Security (Cash transfer) Early Recovery and Livelihood (inception phase) Health (Primary Health Care) Nutrition WASH Protection - Community Outreach

Job Description

Overall objective

The Mental Health and Psycho-social Support (MHPSS) Advisor, under the technical supervision of the HQ MHPSS advisor and the responsibility of the Medical Coordinator, provides MHPSS technical support to PUI in Nigeria in order to continue improving the quality of MHPSS activities in our current health programs. The MHPSS Advisor will have to build the capacity of PUI MHPSS and health staff and the health system overall regarding MHPSS in our areas of intervention.

Tasks and Responsibilities

- ▶ **Programs:** In the frame of PUI response in Nigeria, ensures the implementation of MHPSS services and activities, following PUI health policy and intervention framework, and aligned with established national guidelines and internationally accepted standards. Under the technical supervision of the HQ MHPSS Advisor and in collaboration with the Medical Coordinator and the Health Program Managers and other appropriate staff: provides technical support to the effective implementation, monitoring and quality assurance of MHPSS services and activities.
- ▶ **Human Resources:** In collaboration with Health Program Managers, provides MHPSS training and technical support to the MHPSS and health teams as per the identified needs. The MHPSS Advisor will also have to build capacities of one national MHPSS staff to take on advisory responsibilities.
- ▶ **Logistics and Administration:** Abides to logistical and administrative procedures pertinent to the MHPSS Advisor's role and responsibilities.
- ▶ **Representation:** Represents the organization before partners, authorities and local actors involved in MHPSS through regular participation at appropriate coordination meetings and ad-hoc events as required.
- ▶ **Safety:** Contributes to efforts aimed at ensuring compliance with safety rules at the site, and transmits all information relating to safety concerns to his/her immediate supervisor.
- ▶ **Strategy:** Contributes to the development of new interventions based on identified needs.

Specific objectives and linked activities

1. HEALTH PROGRAM(S)

- ▶ Based on current and planned PUI health activities in Maiduguri and Monguno, recommends and reinforces adequate MHPSS services for each facility supported by PUI (PHCC, health outpost and mobile health clinic)
- ▶ Enforces the adherence to established MHPSS protocols based on prevailing national guidelines, international standards such as the IASC or mhGAP-HIG and PUI health & MHPSS policies
- ▶ Supports/advises on an effective referral pathway and decision making for serious mental health patients
- ▶ Provides technical guidance and support for the development of key MHPSS messages for education and outreach activities according to the needs
- ▶ Provides technical guidance to reinforce the screening and identification of beneficiaries for MHPSS through outreach and protection activities
- ▶ Conducts regular visits to the health facilities and outreach activities to assess the quality of MHPSS service delivery and activity implementation
- ▶ Verifies data collection and validates databases on a monthly basis
- ▶ Contributes to the compilation and quality of monthly reports
- ▶ Analyses MHPSS data and other sources of information to assess progress and recommends improvements in collaboration with Medical Coordinator
- ▶ Presents options for new MHPSS activities or services to the consideration of the Medical Coordinator, and in collaboration with the nutrition and the SRH advisors
- ▶ Leads the application and documentation of best practices regarding MHPSS activities for the purposes of continuous quality improvement and institutional learning (capitalization)

2. SUPPORT TO THE HEALTH TEAM

- ▶ Supports the Program Managers in preparing job profiles and actively participates in the hiring process (interviewing, testing, etc.) for MHPSS positions
- ▶ Prepares and plans a training curriculum for health facilities staff based on their needs (psychological first aid, psycho-social counselling and support)
- ▶ Provides practical training on main MHPSS protocols, including PFA and some modules of the Mental Health Gap Humanitarian Intervention Guide (mhGAP-HIG) (Acute Stress, Grief, Moderate Depression and Post-traumatic Stress Disorder)
- ▶ Identifies additional training needs and organizes training sessions and/or facilitates external trainings as needed
- ▶ Provides one-on-one technical assistance as per identified skill needs and project improvement areas
- ▶ Provides supportive supervision of MHPSS staff at all PUI supported health facilities

3. LOGISTIC & ADMINISTRATION

- ▶ Reviews lists of logistic needs to suffice MHPSS activities and services
- ▶ Complies with logistical and administrative procedures

4. REPRESENTATION OF PUI

- ▶ Represents PUI at pertinent coordination meetings regularly and other meetings as requested
- ▶ Participates in Technical Working Groups as relevant to the enhancement of PUI activities and as agreed with Medical Coordinator
- ▶ Maintains good relations with all stakeholders in accordance to PUI humanitarian principles (neutrality, independence...)

5. SAFETY OF PROPERTY AND PEOPLE

- ▶ Ensures that MHPSS health workers are informed on Infection Prevention and Control; and provided with and trained on proper usage of pertinent protective equipment
- ▶ Contributes to data collection on security & safety by sharing important context information with the person in charge
- ▶ Ensures selection criteria, project methodologies and service delivery do not place beneficiaries, PUI staff or any other person in harm's way; and alerts the Medical Coordinator without delay in case of impending danger to teams or beneficiaries

6. STRATEGY

- ▶ Follows analyses and reports on MHPSS needs in collaboration with the Medical Coordinator and Program managers.
- ▶ Participates in assessing and identifying MHPSS needs and gaps and advises on strategies to address them.
- ▶ Contributes to the development of funding proposals, specifically for MHPSS activities; and relevant communication pieces to highlight PUI's work related to MHPSS.

Team Management

Number of people to manage and their position (expatriate/local staff)

- ▶ Direct management: MHPSS Deputy Advisor
- ▶ Indirect management: MHPSS staff in all PUI supported health facilities

Other Interfaces

- ▶ Internal: under the supervision of the HQ MHPSS Advisor and under the management of the Medical Coordinator, works in collaboration with Nutrition and SRH advisors and Health Program Managers
- ▶ External: relevant MHPSS and health stakeholders

Required Profile

Required Skills and Know-How

	ESSENTIAL	DESIRABLE
TRAINING Trained in mhGAP training, Protection training (SGBV)	Clinical Psychologist	<ul style="list-style-type: none"> ▶ Relevant degree in public health, social science or closely related field ▶ Experience implementing MHPSS project in emergency
PROFESSIONAL EXPERIENCE <ul style="list-style-type: none"> ▶ Humanitarian ▶ International ▶ Technical 	X X X	
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> ▶ Good writing skills ▶ Good training skills ▶ Knowledge of internationally validated MHPSS protocols and standards ▶ Knowledge of project management ▶ Self-guided learning skills ▶ Ability to motivate and guide others for knowledge and skills building 	<ul style="list-style-type: none"> ▶ Proven clinical experience ▶ Experience in community or public health ▶ Experience in the protection sector ▶ Knowledge on psychosocial care for GBV survivors ▶ Knowledge on nutrition programs
LANGUAGES <ul style="list-style-type: none"> ▶ English 	X	
SOFTWARE <ul style="list-style-type: none"> ▶ Pack Office 	X	

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

- ▶ Humanitarian experience
- ▶ Ability to work independently while keeping team spirit oriented behaviour
- ▶ Ability to withstand pressure
- ▶ Open-minded & diplomatic skills
- ▶ Analytical & Strategic skills
- ▶ Capacity of organization and management of priorities
- ▶ Proactive and trouble-shooting skills
- ▶ Ability to work and manage issues professionally and with maturity
- ▶ Ability to integrate the local environment into operations, in its political, economic and historical dimensions

Conditions

Status

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

Salary Package

- ▶ **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

Costs Covered

- ▶ **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