



International Organization for Migration (IOM)  
The UN Migration Agency

**Open to External Candidates**  
**CONSULTANCY ANNOUNCEMENT**  
**-Two positions-**

Position Title : **Consultant MHPSS- Psychological support for Syrian Refugee Men**  
Duty Station : **Home-based**  
Reference Code : **CS-DE1-2020-07**  
Classification : **Fee-based consultancy**  
Type of Appointment : **6 months consultancy (32 working days)**  
Estimated Start Date : **01 October 2020**

*Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.*

***Organizational Context and Scope:***

Under the direct coordination of the Senior Project Assistant (MHPSS) and in close cooperation with the project team, the incumbent will be supporting the implementing of the project activities of “Psychosocial Support Self-Help Tools for Syrian Refugee Men Living in Germany”.

The main objective of this consultancy is to develop a context-specific “Mental Health Psychosocial Support (MHPSS)” handbook and train local-level MHPSS focal points to facilitate cascade trainings for community stakeholders on peer support techniques and referral mechanisms.

***Core Functions / Responsibilities:***

The incumbent conducts full day presence sessions including the following:

1. Design and plan the methodology for Focus Group Discussion for the “*Psychosocial Support Self-Help Tools for Syrian Refugee Men Living in Germany*” project.
2. Lead and conduct 8 Focus Group Discussions that will take place virtually or at the premises of the IOM Berlin, depending on COVID-19 measures and space availability
3. Analyze the data from focus groups, interviews, discussions, and evaluations, and present the findings.
4. Conduct a Focus Groups Discussion with the families of the Syrian refugee men
5. Develop a handbook in line with the objectives of the project in collaboration with IOM Germany MHPSS Unit.
6. Train relevant IOM staff on peer support and basic MHPSS techniques who will facilitate the implementation of a referral mechanism
7. Design guidelines for the usage of the handbook.

8. Perform such other duties as may be assigned.

## **DELIVERABLES**

*By 15<sup>th</sup> October 2020*

- Design the methodology for the Focus Group Discussions
- Develop set of questions to be asked during the Focus Group Discussions
- Adapt the methodology to 1,5 hours for each Focus Group Discussion

*By 31<sup>st</sup> December 2020*

- Lead and conduct 8 Focus Group Discussions

*By 28<sup>th</sup> February 2021*

- Write and conceptualize the Psychosocial Handbook for Syrian Refugee Men living in Germany

*By 31<sup>st</sup> March 2021*

- Review and modify according to the instructions and recommendations of the MHPSS Division of IOM Germany
- Finalize layout of the handbook, including illustrations

## ***Required Qualifications and Experience***

### **Education**

- Master's degree in Psychology, Psychiatry, Sociology, Social Work, Education or a related field from an accredited academic institution with five years of relevant professional experience;

OR

- Bachelor's degree in Psychology, Psychiatry, Sociology, Social Work, Education or a related field from an accredited academic institution with seven years of relevant professional experience.

### **Experience**

- Sound knowledge and demonstrated capacity in conducting assessments, scoping exercises, developing training packages and delivering trainings;
- Experience in community-based psychosocial support programmes in migrants and refugees settings would be a distinctive asset;
- Experience working in the area of MHPSS with UN and/or NGOs, preferred;
- Solid understanding of migration issues in the Syrian diaspora in Germany a distinct advantage.

## Languages

Fluency in English and German is required. Knowledge Arabic is an advantage

## Required Competencies

The successful candidate will demonstrate the following core behavioural IOM competencies:

### Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

### Core Competencies

- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

IOM's competency framework can be found at this [link](#).

### Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

### How to apply:

Qualified candidates are invited to submit a cover letter, resume (maximum 2 pages) and one example of relevant previous work as well as the proposed fee to Majd Agha Ali (magha@iom.int) (max 5 MB). Due to the volume of applications, IOM will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates for an interview.