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## TERMS OF REFERENCE

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### **Call for Expression of Interest – Mental Health and Psychosocial Support (MHPSS) Consultancy Ukraine Open to International and National Experts**

**Place of Assignment:** *Ukraine*

**Duration of Assignment:** *6 months, (15 working days per month), with the possibility of extension based on programming needs*

**Consulting period:** *starting from 1st May 2025*

Malteser International (MI) is the international humanitarian relief agency of the Sovereign Order of Malta. For over 60 years we provide relief and recovery for people during and following conflicts and disasters around the world. Christian values and humanitarian principles form the foundations of our work. In over 30 countries in Africa, the Americas, Asia, Europe, and the Middle East, we support people in need – regardless of their religion, origin, or political convictions.

MI's Vision: We aspire to a world where all individuals – particularly those in need and those who are displaced – live a life of health and dignity.

MI's Mission Statement: We improve the health and well-being of suffering and displaced people in crises situations around the world. In this way, we especially fulfil the mission of the Sovereign Order of Malta to “serve the poor and the sick”.

MI's Approach: We intervene to provide medical and mental health support, clean water, sanitation, and hygiene (WASH), food and nutrition security, and protection. We take a holistic approach to health in our programming, which includes the protection of nature and the interconnections between environmental, animal and human health (One Health approach). We work with local resources and engage local partners, as well as the Order of Malta's global network, to provide rapid and effective responses in even the most remote locations. People are at the center of our assistance. Our goal is to sustainably increase the resilience of those worst affected by disasters. We are also committed to contributing to the achievement of the UN Sustainable Development Goals. In doing so, we extend our support to all individuals in need regardless of gender, political belief, origin, or faith.

## **Background Information**

Since the start of the war in eastern Ukraine in 2014, Malteser International has been working with three local partner organizations in the sector of Mental Health and Psycho-Social Support (MHPSS).

As a result of the full-scale invasion in February 2022, Malteser International has expanded its humanitarian activities in Ukraine with a strong partner focus to include relief distributions in war-affected areas - winterization, a scale-up of MHPSS, as well as social support and cohesion. Currently, MI has two offices in Lviv and Kyiv and partners with seven national organizations.

The MHPSS Consultant is expected to provide expert guidance and support to MI staff and local implementing partners in the implementation and evaluation of MHPSS activities by conducting a rapid assessment of current capacities, developing a tailored intervention framework, and creating actionable plans and training resources. This initiative aims to strengthen the organization's ability to deliver effective, culturally appropriate, integrated MHPSS services that are aligned with global standards and responsive to the specific needs of the communities served, considering the fragile and conflict-affected settings in which MI and its partners operate in Ukraine.

The consultant will play a key role in capacity building by providing training, workshops, and ongoing mentorship to enhance the skills and knowledge of MI and local implementing partners' staff.

## Scope and Objective of the Consultancy

The consultant will work in close collaboration with MI's program team and local implementing partners' (IPs) staff to achieve the following objectives:

### **Technical Support and Capacity Building for MI, IPs MHPSS Staff**

- Conduct a Rapid Assessment: Evaluate the current capacity for Mental Health and Psychosocial Support (MHPSS) programming within the organization and its areas of operation. This includes reviewing existing national plans, policies, standard operating procedures (SOPs), tools, and programmatic approaches.
- Provide technical guidance on MHPSS program design, including structured interventions, group support, and community-based psychosocial activities.
- Conduct a comprehensive capacity assessment of MI and local implementing partners' MHPSS staff to identify strengths, areas of improvement and training needs.
- Develop a tailored training plan to address the identified gaps in knowledge and skills for MI and local implementing partners' MHPSS staff.
- Facilitate hands-on, practical learning opportunities for MI and local implementing partners' MHPSS staff to gain experience in MHPSS program management, implementation, and monitoring.
- Develop and facilitate individual supervision and coaching plans for MI staff, documenting improvement indicators aimed at strengthening leadership and technical abilities.
- Lead the development of tools to generate internal lessons learned and evaluation of MHPSS activities to assess their impact and identify areas for improvement.
- Support partners in the integration of gender-sensitive and inclusive approaches in MHPSS activities.
- Design and facilitate trainings, workshops, and mentorship sessions for MI and local implementing partners' MHPSS staff.

- Ensure that all MHPSS activities align with established best practices and global guidelines in the context of Ukraine.
- Conduct field visits to monitor and support MHPSS activities and interventions provided, supporting the technical quality of programming by providing feedback and mentorship.

#### **Development of Frameworks and Standard Operating Procedures (SoPs)**

- Strengthening country capacity on MHPSS by promoting the use of best practices and MHPSS Multisectoral Operational Frameworks when planning and implementing MHPSS programs, in line with MI Strategic Plan and the technical working group initiatives under the IASC MHPSS Reference Group.
- Develop an MHPSS Intervention Framework: Create a tailored MHPSS intervention framework that aligns with global standards and integrates with MI's strategy. The intervention framework should consider practical approaches that are evidence based and appropriate to the Ukrainian context in which MI operates.
- Create an Implementation Action Plan: Develop an action plan that outlines steps for effective implementation of the MHPSS intervention framework at all country level programs
- Design an MHPSS Capacity building Framework: Establish a training and capacity building framework for MHPSS, utilizing existing publicly available tools, resources, and where possible, suggesting trainers. The framework should aim to enhance the skills of MI and local implementing partners' staff involved in MHPSS initiatives and include supportive supervision
- Develop an Operational Tool for MHPSS Program Design: Create an operational tool linked to the MHPSS intervention framework, which will guide MI in designing safe, high-quality, and context-responsive MHPSS programs.
- Support the roll out, adaptation and implementation of MHPSS resources to country context, including protocols, tools, and relevant guidance documents.

#### **Program Development & Quality Assurance**

- Assist in developing MHPSS intervention strategies in line with IASC guidelines and WHO recommendations.
- Provide technical input in project proposals to strengthen MHPSS components if required.
- Establish standardized tools for monitoring and evaluating MHPSS interventions.
- Support the development of referral pathways and coordination mechanisms with specialized mental health services.

## **Expected Tasks and Deliverables**

- A detailed capacity assessment report including a) Capacity Building need assessment report b) a customized capacity-building plan addressing knowledge and skill gaps for MI and local implementing partners' MHPSS staff with documented progress indicators and c) Capacity Building needs assessment tools and training resources and handouts

- Resources and tools developed for hands-on, practical learning in MHPSS program management, implementation, and monitoring.
- Monitoring and evaluation framework for MHPSS interventions.
- A clear plan to transition responsibility from the international consultant to the national MHPSS Senior officer over time.
- Documentation of mentorship and ongoing support provided.
- A compilation of best practices and MHPSS Multisectoral Operational Frameworks for country-specific implementation.
- A plan for adapting and implementing MHPSS resources (protocols, tools, and guidance documents) in the country context.
- Documentation and rollout of updated MHPSS resources, tools, and guidance materials specific to the country context.
- Final consultancy report outlining key achievements, challenges, and recommendations.

## Duration & Location

- Duration: The consultancy is expected to last for 6 months (15 working days per month), with the possibility of extension based on programming needs starting from 1st May 2025.
- Location: Preferred in Ukraine (with travel to project sites in different regions, subject to security considerations) or Hybrid (remote with two 10 working day trips to Ukraine within the timeframe of the consultancy)

## Required Qualifications and Expertise

- Advanced university degree in psychology, psychiatry, social work (a degree or certificate in Mental Health and Psychosocial Support is desirable.)
- Minimum 5 years of progressively relevant Mental Health and Psychosocial Support Services experience at the national or international level in policy dialogue, coordination, formation and advocacy, that combines research and practice
- Minimum of 5 years' experience in the provision of MHPSS interventions, in humanitarian settings is desirable
- Knowledge and experience using the IASC guidelines on MHPSS
- Experience providing training and capacity building on MHPSS and related topics
- Relevant proven Ukraine country context experience and knowledge in MHPSS field
- Leadership experience in managing people and processes in a politically sensitive environment
- Experience in working and developing partnerships with governments, relevant experts, international organizations, civic society organizations, assistance agencies and donors
- Excellent knowledge of English, including the ability to set out a coherent argument in presentations and group interactions and write reports.
- Knowledge of Ukrainian or other regional language is an asset.

- Capacity to communicate fluently with different stakeholders (Implementing partners, war affected populations, project staff)

## Expression of Interest

The Consultant that meets the requirements should submit their expression of interest, which should include the following:

- Expression of Interest Letter
- Draft Work Plan for the proposed consultancy
- Proposed daily consultancy fee
- CV and three references of past relevant experiences in similar consultancies

Offers must be submitted electronically referenced under title **“Mental Health and Psychosocial Support Consultancy Ukraine”** to: [procurement-ukraine@malteser-international.org](mailto:procurement-ukraine@malteser-international.org). Applications will be reviewed on a rolling basis.

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**Deadline for submission: 23<sup>rd</sup> of April 2025**

Any questions can be referred to Blerta Mano via email to [blerta.mano@malteser-international.org](mailto:blerta.mano@malteser-international.org).