

**Terms of Reference**  
**Consultant for Mental Health and Psychosocial Support (MHPSS) of Partner**  
**Organisations in Lebanon**

21 February 2024

## **1. Introduction**

Established in 2003 in Switzerland, DROSOS FOUNDATION is committed to unlocking young people's potential. Together with its partners, the foundation nurtures young people's life and professional skills, promoting their economic independence and social inclusion. DROSOS FOUNDATION is an independent charitable non-profit organisation active in Switzerland, Germany, Egypt, Jordan, Lebanon, Morocco, Palestine and Tunisia.

In Lebanon, DROSOS FOUNDATION has been active since 2006, working mostly in partnership with local civil society organisations. It provides support in all parts of the country – rural and urban areas – focusing on places and regions where there is a great need for supporting young people and young adults in entering the world of work or accessing arts and culture.

DROSOS FOUNDATION remains steadfast in its commitment to supporting partner organizations, especially amidst the ongoing crisis in Palestine and the southern region of Lebanon, and the significant repercussions it has brought. Although the immediate psychological and social impacts of the current situation are severe, there exists a looming threat to the long-term mental health and psychosocial well-being of the impacted communities.

DROSOS FOUNDATION is actively searching for a qualified and experienced mental health support consultant or a team of consultants to elevate the well-being of individuals working within and with its partner organisations in Lebanon. The overarching objective of this initiative is to directly address the mental health support system, by recognizing the challenging conditions navigated by the devoted teams of our partner organisations and assisting them in finding resilience in the face of adversity.

## **2. Scope of work**

Following a survey in collaboration with our partner organizations, DROSOS FOUNDATION is seeking the services of a Mental Health and Psychosocial Support (MHPSS) consultant or consultants who specialize in facilitating various group therapeutic approaches and possess the ability to offer assistance through individual sessions if required.

The objective is to contribute to enhancing the overall well-being of our partner organisations' project teams based on the survey insights. The selected consultant(s) will play a pivotal role in

crafting and executing a program tailored to address the distinctive mental health needs of our partners and their project teams. This encompasses, but is not limited to:

- Develop and lead group interventions centred on coping strategies.
- Create and guide group interventions for open discussions and shared experiences using diverse therapeutic activities.
- Organize and facilitate group interventions that can involve cross-organizational teams, fostering open discussions and shared experiences through various therapeutic activities.
- Offer guidance on cultivating a supportive mental health environment within the challenging operational, local, regional and social contexts.
- Collaborate closely with DROSOS FOUNDATION to ensure the successful implementation of the support program.

Please note that this list is not exhaustive, and we welcome additional suggestions and recommendations to enhance the effectiveness of this mandate.

### **3. Level of effort**

#### **Phase One: Initiative Introduction**

**Timeline:** Mid-March to end of May 2024.

In the initial stage, the designated consultant(s) will launch and introduce the intervention, involving the majority, if not all, partner organizations of DROSOS FOUNDATION in Lebanon. Throughout this phase, the contracted consultant(s) will carefully design and implement tailored mental health interventions using suggested group therapeutic activities (up to 5 group sessions per partner organisation, for up to 15 partner organisations; might include remote/ online sessions).

#### **Phase Two: Strengthening and Continuation**

**Timeline:** TBD.

Drawing upon insights and discoveries derived from the initial phase and taking into account the existing budget constraints and the preferences of partner organizations, DROSOS FOUNDATION may advance to a second phase. Consultants who wish to apply are encouraged to incorporate suggestions or preliminary proposals for this subsequent stage in their submissions. The goal of this subsequent phase is to further fortify and perpetuate the mental health support initiative by introducing additional activities that respond to emerging contextual needs. This includes implementing customized Mental Health and Psychosocial Support (MHPSS) interventions and potentially integrating individual sessions within subsequent phases.

### **4. Profile of the Consultant(s)**

The consultant(s) should have the following qualifications and skills:

- A degree in mental health, psychology, counselling, social work, or related field.
- Proven experience in effective mental health support programs include group therapeutic activities.

- Understanding of mental health methodologies and strategies.
- Knowledge of mental health challenges and opportunities.
- Excellent interpersonal skills, with awareness of regional social, psychological, and cultural contexts.
- Preparedness to undertake travel to field locations, contingent on the prevailing circumstances.
- Fluency in both English and Arabic.

## 5. Proposal

Consultants interested in this opportunity are invited to submit a comprehensive proposal, encompassing both technical and financial aspects. All submissions should be organized in PDF format and structured as follows:

1. *Proposal (up to 8 pages):*
  - Introduction: Including an overview of your understanding of the mandate, outline your proposed approach and methodology, detailing how you plan to address the outlined scope of work, including Phase One and the potential for Phase Two.
  - Workload and timeline: Specify the number of workdays and how they will be distributed across the various tasks including a comprehensive timeline.
  - Team Composition (if applicable): If your proposal involves a team of consultants, clearly outline the specific roles and responsibilities of each team member.
  - If applying for Phase Two, include suggestions or preliminary proposals to augment the overall effectiveness of the initiative.
2. *Annex 1 - Capability Statement:*
  - A brief statement highlighting the consultant(s) profile, expertise, and past experience in similar tasks including relevant references.
3. *Annex 2 - Curriculum Vitae (CV's):*
  - Provide detailed CVs for all consultants involved, emphasizing their qualifications and relevant experience.
4. *Annex 3 – Financial Proposal:*
  - Present a comprehensive budget through a financial proposal covering all anticipated expenses in USD, such as consultancy fees, travel-related costs, and activity-related expenses.

## 6. Submission of Proposals

Kindly send your proposals fully in English via email to the Levant Department of DROSOS FOUNDATION at (drososlevant@drosos.org) before the **deadline on 17th March, 2024**. In the subject line of your email, please specify "Application: Mental Health Support Mandate."

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