



TERMS OF REFERENCE

Project: Improving Mental Health and Wellbeing of People living in Lebanon

Funded by : Agence Française de Développement (AFD)

Country: Lebanon

CONTEXT

ORIGIN OF THE REQUEST

Médecins du Monde (MdM) is an international humanitarian organization that provides medical care to the most vulnerable populations affected by war, natural disasters, disease, famine, poverty and exclusion, those who do not have access to health care and those who the world is gradually forgetting.

MdM has been working in Lebanon for more than 30 years from the response to the civil war in the 1980s to the Syrian crisis that emerged in 2011 and during the recent political turmoil and instability in Lebanon (October 2019 uprising, COVID19 pandemic and Beirut Port explosion). MdM mainly works in the sector of Health (sub-sector Primary Health Care and Mental Health), while ensuring cross cutting subjects in Gender Based Violence and Sexual and Reproductive Health.

Since 2012, in cooperation with civil society organizations as well as national and local authorities, MDM's intervention aimed at increasing access to quality primary healthcare and strengthening the national primary healthcare system. Moreover, MDM has been actively engaged in providing access to Mental Health and Psychosocial Support (MHPSS) services and reducing the impact of the Syrian crisis on the mental and physical health of the Syrian refugees and vulnerable Lebanese. MDM is working at integrating mental health in the primary healthcare system and contributing to the development of community-based mental healthcare services, opening and running community mental health centers (CMHC).

MDM recognizes the importance of staff-care and sets as a priority the wellbeing of the staff in order to reach and to deliver services to the most vulnerable population. As part of the MDM strategy, MDM is aiming to provide support staff care groups sessions to all MDM staff, in all the locations of intervention and to provide psychosocial support during stressful

periods, to mitigate any psychosocial risk and to provide link to additional support if it is needed.

Location: Beirut, Bekaa, Tripoli

Duration of the collaboration: From January 2024 to December 2024

DESCRIPTION of the ASSIGNMENT

- 1. To provide appropriate group and individual staff psychological support**
 - To provide regular group staff care sessions for MdM staff in small groups in different locations of MdM intervention.
 - To provide quarterly reports with improvement recommendations, following the group staff care sessions, totally respecting confidentiality of team members.
 - To provide four individual psychological support sessions to MdM employees who request it.
- 2. To support MdM Staff through periods of emergency crisis and mitigate any existing psychosocial risk for the staff well-being.**
 - To provide crisis group or individual intervention consultations to MdM employees when needed. (Receive employees for short debriefing missions during or after emergencies crisis).
 - To identify MDM employees who need further support by performing risk assessment, and to facilitate the referral of staff in need to individual psychological support under strict confidentiality.

Profile:

- Psychotherapist with a license to practice in Lebanon
- Experience in conducting group support sessions or group therapy
- At least 5 years' experience as a practitioner psychologist
- Work experience in provision of staff care in humanitarian organizations
- Very good knowledge of written and spoken Arabic and English.
- Good computer skills (Microsoft Office)
- Good analytical skills
- Good communication and teamwork skills

SELECTION PROCESS:

A competitive selection process will take place taking into consideration the entire offers including CV, technical and financial aspects.

1- Technical proposal to submit including:

- The technical approach proposed for the consultancy
- the provisional working plan, and an estimate of required staff time in working days
- References of previous employees

2- Financial proposal including:

The total financial quotation (including MOF tax 7,5% consultancy tax) incorporating the budget allocation (transportation, accommodation and other fees).

The quotation should also include details and information as follows:

- Business details (Name, address, email & phone number)
- Date
- Cost and breakdown of costs
- Validity of the quotation / Quotation expiry date
- Specific conditions
- Modality of payment / Payment terms and condition
- Bank references and financial requirements/information
- Any and all relevant information or deemed of value to MdM.

3 – CV and Cover letter

Please send your CV and cover letter. Only short-listed candidates will be contacted.

Deadline to apply:

Please send all the required documents to:

- HR Advisor (hr.lebanon@medecinsdumonde.net)
- Logistics Manager (logmanag.lebanon@medecinsdumonde.net),
- and mention "MR 245 - Staff Care Consultancy – your name" in the subject of your e-mail.