

TERMS OF REFERENCE

POSITION: PSYCHOSOCIAL SUPPORT CLINICAL SUPERVISOR (CONSULTANT)

Purpose of assignment

The Service Provider will support the project entitled “*Protecting and promoting infant and young child feeding in Lebanon*” implemented by Action Against Hunger (AAH) in Zahle, Bekaa – Lebanon. The focus will be on developing and enhancing the clinical knowledge, technical skills, and clinical decision-making skills of the two AAH psychologists who are offering psychosocial support (PSS)-related sessions to Syrian-refugee mothers and family members residing in informal tented settlements in Aarsal, Bekaa region of Lebanon.

Time period and location

Roughly 16 days from 1st October to mid-December with minimum 4 trips to Zahle/ Aarsal including 3 overnights in Zahle.

Deliverables

- ✓ Mid-term review of PSS modules developed and used by the team targeting Syrian refugee mothers and fathers in group sessions (remote)
- ✓ On-the-job support to psychologists conducting PSS sessions (field based in Aarsal, 3 trips anticipated)
- ✓ Technical clinical supervision sessions with psychologists (mixed remote and field based – Zahle, fortnightly)
- ✓ Report with observations & recommendations based on supervision visits/ sessions conducted (remote, fortnightly)
- ✓ Training of non-specialized AAH staff on mental health-related topics (Beirut, half-day)
- ✓ Feedback to line manager on performance/ areas for development of AAH psychologists (remote, monthly)

Task details

1. Review & support updates to the PSS group session modules (remote)

The supervisor will provide technical feedback on the PSS modules developed by the psychologists at AAH, which are meant to support Syrian refugee mothers and fathers to adopt PSS self-care practices. Feedback on the modules in light of evidence-based best practice, practicality, and relevance in the Syrian refugee context is crucial. This revision will be conducted mid-term (late October/ early November) as the psychologists are conducting the sessions to inform possible

amendments. Module topics include child development, family interaction and child stimulation/ play sessions, care practices, common mental health problems, (tailored) coping strategies, caring for caregivers, and relaxation techniques.

2. Provide on-the-job support to the two psychologists on PSS-related activities (field based in Aarsal)

The supervisor will visit the informal settlements (ISs) in Aarsal to observe the psychologists' work, provide onsite coaching and provide feedback for improvement in conducting PSS group sessions and individual assessments, provision of psychological first aid and referral.

3. Provide clinical supervision for the psychologists (remote and field based - Zahle)

The supervisor will provide technical and professional support based on sessions the psychologists regarding the sessions they are conducting in the ISs in Aarsal. This will be provided on roughly a fortnightly basis. A maximum of 30% of these supervision sessions could be conducted remotely via Skype, and the rest (at least 70%) will be conducted face-to-face at the AAH office in Zahle. Supervision may include the following:

- a. Discussing encountered cases, providing technical advice, providing supportive feedback based on observed PSS sessions, and supporting proper action plans for follow-up sessions, home visits, and referrals, be it as individual sessions or post-field visit debriefing sessions (if needed)
- b. Ensuring ethical considerations are always highlighted and accounted for
- c. Monitoring team members' identification of individuals in need of referral to clinical care, ensuring that thresholds for referral are clearly defined and consistently applied.
- d. Assessing the team's professional/ technical challenges, gaps, strengths, and training needs.

4. Submit detailed report on supervision conducted with PSS officers (remote, fortnightly)

After each fortnightly supervision session, the supervisor will submit a detailed written report to the management team at AAH including tasks completed, observations, any concerns and recommendations on the work of the psychologists. The report should reflect the supervision activities outlined in task 3 above.

5. Provide training to non-specialized AAH staff on mental health-related topics (Beirut)

The supervisor will provide 1 training session to non-specialized staff at AAH on related mental health topics after discussion with the team and the management regarding needs. The supervisor will share the developed training sessions as well as relevant articles and documents to improve the competencies of non-specialized staff to support the PSS work.

6. Provide feedback to line manager on performance and areas for development of AAH psychologists (remote, monthly)

The supervisor will provide feedback to the managing team as part of the psychologists' evaluations/appraisals, on a monthly basis. This is not a line management responsibility. The consultant will provide technical insights on the psychologists work and technical areas that may need further development.

7. Provide self-care to the psychologists, as needed

Key working relationships:

- Consultant reports to: Nutrition Head of Program (HoP)
- Consultant provides direct technical supervision to: 2 psychologists who are operationally managed by the HoP. The PSS Clinical Supervisor has no line management responsibility and must always coordinate technical support with the HoP.
- Consultant liaises with: Health and Nutrition Coordinator and Health and Nutrition Deputy Coordinator

Terms of contract and working Environment:

AAH will cover transport from Beirut to Zahle and from Zahle to Aarsal as well as accommodation when overnighing in Zahle. We will not, however, cover any international flight costs or living allowances. Thus candidate who are already based in Lebanon will be the best fit for this work. The PSS Clinical Supervisor will not have dedicated office space at AAH but will have access to AAH premises for the purpose of meeting with relevant supervisees. The position requires some supervision delivered at field sites during the implementation of activities in the Bekaa area.

Qualifications

- A minimum of Master's degree in Clinical Psychology or related-field (mental health counseling)
- Appropriate licensure as per MoPH, Lebanon
- Previous supervisory experience in similar role: Proficient with supervision, clinical service delivery and case management fundamentals
- Experience in CBT, EMDR, IPT, or other MoPH-approved short-term, goal-oriented techniques that focus on thoughts, feelings, and behaviors and improve overall life satisfaction and functioning
- Knowledge of and experience in using established inter-agency standards and guidelines in MHPSS
- Experience in systemic therapy, family dynamics, etc. (desirable)

- Experience in the humanitarian sector in a similar position and knowledge about the Syrian crisis context
- Proficient knowledge of applicable laws, especially child protection and gender-based violence (desirable)
- Proficient with MS office (Word and Excel)
- Strong interpersonal skills, including active listening, sharing expertise, and building constructive relationships
- Outstanding communication skills, both written and verbal
- Proficiency in Arabic and English
- Experience promoting gender equality within the humanitarian and/or development work