

Position Title : **Mental Health and Psychosocial Support Officer (MHPSS) Officer**

Duty Station : **Kaiserslautern, Germany**

Classification : **Professional Staff, Grade P2**

Type of Appointment : **Fixed term, one year with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **10 October 2023**

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.*

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at [www.iom.int/diversity](http://www.iom.int/diversity).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

IOM's operations cover diverse thematic areas such as: Humanitarian Relief Assistance, Protection (including Gender based Violence and Child Protection), Shelter and Non-food items, Health, Mental Health and Psychosocial Support (MHPSS), Resettlement, and Movement Management.

Under the overall supervision of the Assistance Programme Coordinator and the direct supervision of the Mental Health and Psychosocial Support (MHPSS) Coordinator, and in collaboration with relevant teams onsite, the Mental Health and Psychosocial Support Officer (MHPSS) Officer will be responsible and accountable for the following:

## ***Core Functions / Responsibilities:***

1. Monitor the performance of the Mental Health and Psychosocial Support (MHPSS) Associates, providing direct individual and group MHPSS services, in close coordination with the MHPSS Coordinator.
2. Provide technical supervision of the clinical team through supervision sessions, and identify core strengths and areas for improvement including working with specific groups such as children, older persons and women and girls.
3. Ensure a smooth referral of persons in need of specialised mental health care and adequate follow-up.
4. Closely liaise with other teams such as protection, education, and health to facilitate the mainstreaming of MHPSS and the expansion of MHPSS outreach.
5. Ensure all services provided, such as individual or group sessions, MHPSS activities and training sessions are recorded in the weekly and monthly mission reporting.
6. Support the development of MHPSS awareness-raising/ visibility materials by contributing technical inputs and information.
7. Assist in developing and implementing relevant capacity strengthening plans across sectors that are based upon identified competencies and gaps (i.e., support training, coaching, mentoring and technical supervision and monitoring plans across sectors) and informed by the Inter-Agency Standing Committee (IASC) Guidelines on MHPSS in Emergency Settings and the IOM Manual on Community-Based MHPSS in Emergencies and Displacement.
8. Document lessons learnt, best practice and case studies to contribute to shaping in-country strategies and program approaches as well as broader sector learning. Coordinate the proper documentation and regular reporting of clinical activities for subsequent inclusion in the unit's final report as required in the donor agreement.
9. Conduct capacity building activities of supervised staff and other IOM Partners, on MHPSS skills. Assist in the development or contextualization of MHPSS training modules, implementation tools and technical resources.
10. Participate in rapid MHPSS needs assessments and in setting up a monitoring, evaluation, accountability and learning (MEAL) framework and protocols that are aligned with regional and global guidance, providing technical support in their implementation and reporting.
11. Respond to information requests as appropriate, and provide technical inputs to support the development of project proposals that are based on emerging and identified needs in the MHPSS domain with a focus on clinical interventions.
12. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Clinical Psychology, Social Work, or a related field from an accredited academic institution with two years of relevant professional experience; or
- University degree in the above fields with four years of relevant professional experience.
- Professional accreditation from a recognized psychological or counselling association-society.
- Post-graduate training in supervision is an advantage.

## Experience

- Experience of working in a complex humanitarian setting.
- Experience in providing technical supervision.
- Experience in developing, supporting and/or managing psychosocial support and protection programmes.
- Experience in providing mental health and psychosocial support in emergency contexts as well as in mainstreaming it into the overall response.
- Experience working with migrants, refugees, internally displaced persons, victims of trafficking and other vulnerable groups.
- Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting is an advantage.

## Skills

- Proven interpersonal and teamwork skills.
- Demonstrated leadership skills and ability to establish and maintain effective working relationships with persons of diverse cultural and national backgrounds.
- Excellent communication and analytical skills.
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint.

## Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of Dari and/or Pashto is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## **Required Competencies:**

**Values** - all IOM staff members must abide by and demonstrate these five values:

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

**Core Competencies** – behavioural indicators level 2

- **Teamwork:** Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **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 actions and delegated work.

- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

## **Managerial Competencies** – behavioural indicators level 2

- **Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

### ***Other:***

Internationally recruited professional staff are required to be mobile.

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

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

### ***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 10 October 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

***Posting period:***

From 27.09.2023 to 10.10.2023

***No Fees:***

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 429 Mental Health and Psychosocial Support Officer (MHPSS) Officer (P2)  
Kaiserslautern, Germany (58383052) Released  
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