

Position Title : **Mental Health and Psychosocial Support (MHPSS) Officer**
Duty Station : **Banjul, Gambia**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Special short-term graded, 6 months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **18 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.

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; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

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

Context:

Launched in December 2016 with funding from the EU Emergency Trust Fund for Africa (EUTF), the EU-IOM Joint Initiative for Migrant Protection and Reintegration has been the first comprehensive programme to save lives, protect and assist migrants along key migration routes in Africa. The EU-IOM Joint Initiative enabled migrants who decided to return to their countries of origin to do so safely and dignifiedly, in full respect of international human rights standards and the principle of non-refoulement. In close partnership with state and non-state actors, it provided assistance to returning migrants to help them restart their lives in their countries of origin through an integrated approach to reintegration that seeks to address returnees' economic, social and psychosocial needs while at the same time including communities of return in the reintegration process. In 2022, the Migrant Protection, Return and Reintegration Programme for Sub-Saharan Africa (MPRR-SSA) was developed to continue addressing some of the most pressing challenges relating to migration and mobility between the EU and the African continents, and within the African continent. It is implemented in 16 countries across

three regions: Burkina Faso, Cameroon, Chad, Côte d'Ivoire, Ethiopia, the Gambia, Ghana, Guinea, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Somalia, and Sudan. In The Gambia, the programme aims to provide direct support to returnees, including mental health and psychosocial support (MHPSS), upon arrival and through reintegration assistance and strengthen the technical capacities of authorities and organizations involved in the provision of this support. Furthermore, MHPSS activities are included in the mission's other programmes such as emergency response, capacity development for stakeholders.

Under the overall supervision of the Chief of Mission and the direct supervision of the programme manager, the MHPSS Officer will be responsible and accountable for providing technical support, implementing, coordinating and supervising mental health and psychosocial support activities in IOM The Gambia Country Office (CO), mainly under the MPRR-SSA and protection programmes implemented in the CO.

Core Functions / Responsibilities:

1. Contribute to the development of a strategy and tools for the integration of mental health and psychosocial support (MHPSS) into returnees' reintegration processes, in accordance with IOM's diverse tools on reintegration using a psychosocial approach.
2. Provide technical inputs to support the development of MHPSS activities for migrant returnees and host communities including through the identification of and collaboration with relevant partners. As appropriate, conduct regular individual and group counselling sessions, make referrals to specialised mental health care services, and conduct focus group discussions and information/awareness sessions with beneficiaries on mental health-related issues.
3. Provide technical support and guidance on MHPSS within The Gambia, and among local partner organizations and institutions.
4. Evaluate the capacity of the reintegration and other relevant staff in basic MHPSS skills, contribute to the staff capacity building plans in line with the strategic objectives of programmes, prepare training materials and train staff and produce training reports.
5. Provide technical supervision to staff providing MHPSS services in IOM The Gambia in different sectors.
6. Contribute to the development of a solid Monitoring, Evaluation, Accountability and Learning (MEAL) framework; including tools and data collection forms in collaboration with the MHPSS Regional Technical Advisor in Regional Office (RO) in Dakar.
7. Submit information about the programme, including data and success stories to help promote visibility.
8. Participate in relevant regional and national networks on MHPSS, such as the National Coordination Mechanism on Migration (NCM) and Technical Working Group (TWG).
9. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Psychology (clinical and counselling), Social Work or Anthropology or 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 with a recognized psychological or mental health association society is a distinctive advantage.

Experience

- Experience in implementing and coordinating mental health and psychosocial support programmes;

- Experience in providing mental health and psychosocial support;
- Experience in clinical counselling psychology, or psychotherapy and counselling for social workers;
- Experience in working with migrants, persons with different cultural background, victims of trafficking and other vulnerable groups;
- Experience in supporting migrants in the context of return and reintegration;
- Experience in working in a multi-cultural environment; and,
- Experience in team coordination.

Skills

- Knowledge and experience in facilitating training and developing curricula in MHPSS.
- Sound communication skills and the ability to work in multicultural environments, showing cultural sensitivity and understanding.
- Ability to work with minimum supervision, manage own time effectively, multi-task and meet deadlines.
- Ability to quickly adapt to job and organizational changes.
- Proven IT skills proficiency in MS Office.

Languages

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

For this position, fluency in English is required (oral and written).

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

Notes

¹ 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

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 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 18 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

Posting period:

From 05.10.2023 to 18.10.2023

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: SVN 2023 373 Mental Health and Psychosocial Support (MHPSS) Officer (P2) Banjul, Gambia (58400379) Released

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