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| **TITLE:** Mental Health and Psychosocial Support (MHPSS) Advisor |
| **REPORTS TO:**GEHSP Deployment Manager with Matrix management to PQI  | **LOCATION:** Flexible- within countries where there is a Save the Children presence and staff can be compliantly hired |
| **GRADE**: 4 | **CONTRACT LENGTH**: 2 years  |
| **CHILD SAFEGUARDING:** Level 3:  the role holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g., four days in one month or more or overnight) because they work in country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |
| **WHO WE ARE:**Save the Children is the world’s first, and largest, independent children’s rights organisation. Our founder, Eglantyne Jebb, wrote the first draft for the UN Declaration of the Rights of the Child in 1923, and we’ve worked to uphold it ever since. Generations later, her pioneering work is being influenced by children themselves. Today, we are still going strong, working in over 100 countries worldwide to build a world where every child can thrive, grow up healthy, educated and safe, and look forward to a future full of promise. Our ambition for 2030 is to create a world in which all children:* [Survive](https://www.savethechildren.net/what-we-do/survival): No child dies from preventable causes before their fifth birthday
* [Learn](https://www.savethechildren.net/what-we-do/learning): All children learn from a quality basic education
* [Are Protected](https://www.savethechildren.net/what-we-do/protection): Violence against children is no longer tolerated.

 In the last 12 months, the climate crisis has worsened, and the ripple effects and aftermath of the pandemic have resulted in a cost-of-living crisis and worsening global hunger crisis at an unprecedented scale. Globally, 426 million children live in conflict zones in constant fear, their childhoods stolen. We are witnessing the worst child rights crisis in decades. The needs are greater than ever before and so is the urgency for us to scale our impact.**ROLE PURPOSE:** As part of our 2030 ambition and global strategy, in 2019 Save the Children established the Global Expertise and Humanitarian Surge Platform (GEHSP) to further improve the efficient deployment of high-quality surge staff to meet the needs of our domestic and international programmes and humanitarian responses directly and in collaboration with SCI partners. This Technical Expert (TE) role will be rapidly deployed by the GEHSP across the movement to cover critical technical gaps and deliver technical excellence to drive impact for children. They will provide dedicated support that is available to deploy regularly and flexibly depending on the requests received on the GEHSP. The main responsibilities of this post will vary according to the terms of reference for each assignment.Based on previous requests, it is anticipated the MHPSS Advisor will generally be deployed as the Lead Technical Advisor to provide technical expertise to support country, regional and member offices in the development and implementation of high-quality and integrated programming. The overall aim of the MHPSS Advisor will be to assess, design and support to strong technical leadership in MHPSS. The MHPSS Advisor will be responsible for ensuring that quality programmes are initiated, and capacities developed by providing technical expertise and support. The post-holder will be expected, with limited support, to lead on sectoral assessment, programme design and providing inputs into budgeting and technical coordination activities. The MHPSS Advisor will also work with New Business Development staff to contribute program funding-related activities such as providing technical expertise for donor engagement at a global level or program design expertise within new business development activities like proposal development. They will also contribute to internal technical approaches, evidence generation and standard setting relating to MHPSS programming. |
| **KEY AREAS OF ACCOUNTABILITIES:*****This job description outlines the basic tasks and responsibilities of TE Surge role. Please note that the nature of the roving role will be continuously changing, and duties and responsibilities will adjust based on the needs. The TE Surge must be adaptable, flexible, and able to work on a wide range of tasks in a wide range of contexts with impeccable attention to detail and accuracy. This means being able to work with stakeholders across the organisation, in our country offices, regional offices and with our global teams.****Technical Expertise and Quality in Program Implementation** Provide contextualised, hands-on support for country office MHPSS programs, in line with TORs agreed for deployments, ensuring technical support advances SCI’s global priorities, particularly in gender equality, disability inclusion and child participation
* Working with the relevant Programmes or Team Leader to develop high quality MHPSS programs or components across sectors and themes, including master budgets and contribute to Save the Children’s overall 22-24 strategy and Global Goal Plans
* Evaluate and oversee the technical quality of MHPSS activities, and develop strategies to improve technical quality when needed, by providing specialised technical support in collaboration with the Regional MHPSS TA
* From the strategy, initiate programming in the following areas as appropriate:
* Lead the conceptualisation, creation and delivery of technical packages with a specific focus on MHPSS,
* Drive forward the top collective priorities identified within the Global Goal Plans
* Advocate for, and technically support, the setup of an appropriate technical supervision system for staff delivering MHPS supports across sectors and levels of MHPSS care
* Ensure quality on the Integration of MHPSS with other core sectors including in common approaches and ensure that a child rights based approach is reflected

*Global Activities as required** Lead on country based (national) MHPSS assessments using SC assessment processes or inter agencies depending on context. Coordinate with other SC thematic areas and/or the MHPSS Working Group or other external sector agencies, ensuring assessment findings are documented and that all assessments include a disaggregated analysis of children’s needs.
* Prepare and oversee programme implementation to ensure timely delivery of programme activities (for example, monitoring against log frames, individual performance management work plans).
* Working closely with the HR team, identify MHPSS staffing needs (both national and international) for development programmes, and ensure rapid recruitment, induction and training of new staff.
* Working closely with the Monitoring & Evaluation team put in place an M&E plan, ensuring this links to reporting requirements, and capacity build child protection and M&E staff in carrying out the work.
* Working closely with the Accountability lead put in place accountability mechanisms, ensuring that feedback is considered into programme design.

*Program Funding** Work with Country, Region, Centre or Member staff on program funding-related activities such as providing

technical expertise for donor/account engagement at a global or technical writing during concept note or proposal development* Play the Technical Contributor or Advisor role during proposal development, providing project design expertise and ensuring the technical inputs required are high quality and evidence-based
* Prepare timely programme and donor reports on MHPSS project activities in compliance with internal SC requirements and any relevant external donor requirements

*Capacity Building:** Identify learning and training opportunities for Save the Children staff and partners and work as a mentor and role model for less experienced staff. Together with other sectors, identify sector-integrated capacity building opportunities

*Representation, Advocacy & Organisational Learning:** Ensure that Save the Children's work is coordinated with efforts of other agencies and Government ensuring the needs of children are being addressed.
* Champion the use of evidence-based approaches, supporting offices to address evidence gaps and documenting lessons learnt, best practice and case studies to shape in-country strategies and programme approaches, and contribute to broader learning within child protection. Including: build an in-depth understanding of **Common Approaches**,[[1]](#footnote-1) the associated Learning Program courses and Toolkits in order to champion them, promote their use, and monitor their uptake in new awards as well as their quality implementation. In addition, knowledge on Child and youth resilience program, I support my friends, Heart and / or TEAM up are expected.
* Take steps to document lessons learned for wider dissemination.
* In collaboration with senior programme staff, assist in MHPSS advocacy activities that target decision-makers at all levels.
* In collaboration with SCA MHPSS colleagues, feed in learning, experiences and evidence to relevant global MHPSS advocacy objectives.
* Identify opportunities and material to contribute to communications and media work, acting as a spokesperson when required.

*Additional Responsibilities:** Comply with Save the Children policies and practice with respect to child safeguarding, code of conduct, health and safety, equal opportunities and other relevant policies and procedures.
* The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties commensurate with their skills and experience.
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| **COMPETENCIES FOR THIS ROLE:**1. **Applying Technical and Professional Expertise**Applies the required technical and professional expertise to the highest standards; promotes and shared best practice within and outside the organisation**Level required**: **Accomplished**
2. **Delivering Results**Takes personal responsibility and holds others accountable for delivering our ambitious goals for children, continually improving their own performance or that of the team / organisation.**Level required: Accomplished**
3. **Problem Solving and Decision-Making**Takes effective, considered and timely decisions by gathering and evaluating relevant information from within or outside the organisation

**Level required: Accomplished** 1. **Leading and Inspiring Others**Demonstrates leadership in all our work, embodies our values, and articulates a compelling vision to inspire others to achieve our goals for children.

**Level required: Skilled**1. **Developing Self and Others**

Invests time and energy to actively develop self and others to help realist their full potential, and to build the organisation’s capability for the future**Level Required: Skilled** |
| **QUALIFICATIONS AND EXPERIENCE****Essential*** Advanced degree in Psychology, Mental Health or a related field
* At least 5 years’ experience in an advisor level MHPSS role across multiple countries and contexts and delivering high quality programmes and technical support
* Excellent knowledge and experience in using key tools and approaches, including the IASC Guidelines on Mental Health and Psychosocial Support in Emergencies
* Proven capacity to train, supervise, and coach staff in MHPSS technical skills and coordination, based on evidence-based approaches and intervention packages
* Demonstrated ability to lead high quality project design including on Theory of Change, log frame, integrating cross-cutting issues;
* Ability to identify the main gaps in MHPSS in the given context to inform a holistic response for children.
* Previous experience of managing a team and of project management
* Experience of, and commitment to working through systems of community participation and accountability
* Experience in monitoring and evaluating MHPSS programmes in development contexts
* Ability to work both in an Advisory and Managerial hands-on implementation capacity
* Experience of representation and ability to represent SC effectively in external forums.
* Experience of working with and supporting local partners
* Ability to write clear and well-argued assessment and project reports
* Excellent communication and relationship building skills, including cultural sensitivity and ability to adapt to new environments and ways of working
* Strong influencing skills and experience in advocacy
* A high level of written and spoken English
* The capacity and willingness to be extremely flexible, adaptable and accommodating in difficult, including sometimes insecure working circumstances
* Commitment to and understanding of child rights, the aims and principles of SC, and humanitarian standards. In particular, a good understanding of the SC mandate and child focus, our new 22-24 Global Strategy and an ability to ensure this continues to underpin our support

**Desirable*** Fluent in either French, Spanish or Arabic
* Experience or knowledge of working and living in relevant regions/contexts/ALL context TE, including fragile states (in particular but not limited to: Middle East (ME), West and Central Africa (WCA) and Latin America and the Caribbean (LAC).
* Experience preparing successful funding proposals for institutional and corporate/foundation donors (i.e. US government, EU, UN donors, World Bank, SIDA, Gates Foundation, etc.)
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| **Date of issue:**  **Author:**  |
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1. Common Approaches is "our best understanding of how to address a particular problem facing children. It is based on evidence; it can be adapted to work in multiple contexts; and it can be replicated in different countries." Put more simply, Common Approaches are our best programmatic work. They have been developed by Save the Children, and/or our technical experts, and programme experience have been key contributors to their development. Each Common Approach has documented guidance to inform programme design and guide staff through implementation. [↑](#footnote-ref-1)