

Terms of Reference for Danish Refugee Council (DRC)

Psychosocial Support Consultancy

Country Office	DRC Iraq
Project Area	Iraq
Assessment timeline	Q2 and Q3 2021

INTRODUCTION

1. Context

The Danish Refugee Council assists refugees and internally displaced persons across the globe: we provide emergency aid and facilitate access to rights. We work in conflict-affected areas, along displacement routes, and in the countries where refugees settle. In cooperation with local communities, we strive for responsible and durable solutions.

The Danish Refugee Council was founded in Denmark in 1956, and has since grown to become an international humanitarian organization with more than 7,000 staff and 8,000 volunteers. Our vision is a dignified life for all displaced. All of our efforts are based on our value compass: humanity, respect, independence and neutrality, participation, and honesty and transparency.

DRC has been operating in the Middle East region for over a decade, running a combination of emergency, livelihood, protection and advocacy programs through Country Offices in Yemen, Syria, Iraq, Jordan, Lebanon and Turkey with a Regional Office in Amman.

In Iraq, DRC has been at the forefront of providing assistance to the most vulnerable among conflict and displacement affected individuals, families, and communities. DRC's response in Iraq has focused on ensuring displacement and conflict affected people are able to access protection, meet basic needs, and have access to safe shelter and WASH.

THE CONSULTANCY

Protection risks continue to jeopardize the path towards durable solutions for Iraqis affected by the 2014-2017 conflict with Islamic State (IS). External events in 2020—notably the socio-economic impact of the Covid-19 crisis and Government of Iraq (GoI)-initiated camp closures—have further exacerbated a protracted protection crisis. Forced returns and secondary displacement represent life-changing circumstances for many—disrupting coping mechanisms and reducing access to assistance and resources. Incomplete reconciliation efforts and the significant number of women and children affected by camp closures underscore the significant protection concerns which exist.

Although detailed assessments of the effects of camp closures on Iraq's protection landscape are forthcoming, initial findings suggest an exacerbation of existing risks, affecting already extremely vulnerable households. Though protection risks related to Covid-19 appear to have somewhat lessened with the removal of movement restrictions, continuing vulnerabilities related to socio-economic impacts persist: issues affecting communities have significantly or very significantly increased since the pandemic, as this last stressor added up to an already complex of stressors associated with protracted displacement, lack of safety, lack of access to basic services, restrictions on freedom of movement and discrimination.

Conflict and displacement affected individuals and families are experiencing distress due to a confluence of factors including increased anxiety and insecurity stemming from evictions and secondary displacement, fears due to loss of income and inability to meet basic needs, worry about stigmatization, and stress about lack of access to durable solutions. DRC aims to help individuals and families navigate stress responses that will negatively affect their psychological well-being and ability to cope.

The overall objective of this consultancy is to provide technical and field support to strengthen DRC's institutional capacity, strategies, and interventions particularly in providing PSS support. Lead the development and refinement of curricula to support non-focused PSS activities (see IASC PSS pyramid), using best practices and standards, and providing guidance for ensuring regular technical supervision of PSS activities.

The consultant should also train the PSS teams on provision of focused non-specialized PSS support (including the curricula developed under deliverable #1) to the relevant age groups. Topics may include but are not limited to life skills activities, art-based and game or sport-based PSS activities, parental support, support to adolescent girls, men's issues, and stress management. Training package should also include refresher training on group facilitation skills (including managing disclosure), active listening and include a review of PSS best practices including safe identification and referral of mental health issues.

DELIVERABLES

1. Context-specific non focused PSS group sessions curricula and activities

Specialized non-focused PSS curricula development for specific target groups including at least four series of structured and non-focused PSS group activities that can include art, game or sport-based activities, parenting sessions, stress management, support to men, and support to adolescent girls.

2. PSS program team capacity building:

- Develop Training of Trainers (ToT) curricula and deliver ToT to the PSS officers and other relevant staff;
- On the job support for team leader, PSS officers, and other relevant staff to implement group sessions;
- Development of PSS technical supervision guidance and checklist;
- Development of mental health referral check-list/defining red lines for do no harm and identification of serious mental health issues (including suicide risks) for referral purposes.
- Follow-up training/gaps analysis recommendations.

The final products will be reviewed for quality and final payment will be made upon submission of satisfactory deliverables. DRC Iraq has sole ownership of all the final documentation and data.

COVERAGE

Training and mentoring of staff should be carried out in Erbil or field sites, when possible based on access. Field sites include Tal Afar, Tikrit, Baquba, and Falluja.

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TIME FRAME

The consultancy is expected to commence as early as **April 2021** and includes 40 working days.

ROLE OF DRC IRAQ

DRC Iraq will provide support with logistical arrangements, as well as with visa and access letters to the Consultant while in Iraq. Also, DRC Iraq will ensure access to relevant program documents and will be the link between the Consultant and field teams. DRC will also review the consultant's proposal, trainings/tools and report. The consultant will be provided with accommodation and transport by DRC for the full duration of the consultancy and will be required to adhere to DRC rules and procedures for the duration of the consultancy, including safety and code of conduct etc. The consultant will report to the Protection Coordinator/Head of Program for the deliverables, and work closely with the field level protection managers and PSS officers.

For the visa application DRC can support with the procedures but the consultant shall bear the costs.

ROLE OF THE CONSULTANT

The consultant will be responsible for all aspects of the deliverables and other responsibilities stipulated in the proposal. The Consultant will also present the findings to DRC's senior management team. Output documents will be reviewed for quality and final payments will be made upon submission of all agreed deliverables.

Key requirements are:

- Arabic speaking and writing skills a must. English writing skills also a must;
- Bachelor's or Master's degree in a relevant area (social work or psychology background preferred);
- Between 4-10 years of experience in field level PSS work with international organisations and/or UN agencies (as demonstrated by submitted CV);
- Extensive work experience designing and implementing PSS programming in complex environments, preferably in the Middle-East.
- Demonstrable experience in developing PSS curricula and delivering trainings on PSS.
- Familiarity with key international standards for humanitarian work (e.g., MHPSS IASC guidelines).
- Master's degree in a relevant area, psychology background preferred.
- Highly organized and autonomous, able to multi-task and prioritize workload when necessary.
- Sound understanding of humanitarian and protection principles and their application.
- Ability to work in a multicultural context as a flexible and respectful team player.
- Politically and culturally sensitive with qualities of patience, tact and diplomacy.

The consultant shall provide documentation that her/she has a liability insurance that covers any damage or injury the consultant may inflict on any persons or objects during the performance of work. Consultants contracted by DRC shall be covered by travel insurance when travelling.

RESPONSE PROPOSAL SPECIFICATIONS

Technical proposal:

- Understanding and interpretation of the TOR
- Methodology and design issues to be used in undertaking and achieving the above objectives and deliverables
- Time and activity schedule

Financial Proposal:

A bidder to provide a price offer including all costs related to the provided service, as well as a detailed breakdown of the costs

- Consultant's daily rate in US dollars
- Travel cost
- Other associated costs

Personnel Capacity Statement:

- Relevant experience related to the assignment (include examples of similar work completed in past and reference contacts for relevant previous work done)
- Updated CV of the consultant that clearly spells out his/her qualifications and experience
- A cover letter, including commitment to availability for the duration of the assignment
- Tax Registration if applicable

EVALUATION OF CONSULTANTS

- Administrative Evaluation

A bid shall pass the administrative evaluation stage before being considered for technical and financial evaluation. Bids that are deemed administratively non-compliant may be rejected. Documents listed above shall be submitted with your bid

- Technical/financial Evaluation

Minimum passing technical score is 50.

The technical criteria for this consultancy and their weighting in the technical evaluation are:

Technical criteria #	Technical criteria	Points to be awarded	Weighting in technical evaluation
1	Technical quality of the research proposal		35%
1.2	Demonstrated understanding of the methodology and requested deliverables, all important components of the ToR are sufficiently addressed and considered	1-10	25%
1.3	Style, language, sophistication, and presentation	1-10	10%
2	Expertise		50%
2.1	Demonstrable experience in developing PSS curricula and guidance	1-10	30%
2.2	Experience in developing and delivering PSS training	1-10	20%
3	Personal Qualifications		15%

3.1	A degree in social work or psychology	1-10	15%
	Total Maximum Score		100%