

Terre des hommes – Iraq

**Mental Health and Psychosocial Care for
staff**

Terms of Reference

April 2023



INTRODUCTION

Terre des hommes in Iraq is seeking service providers to offer professional mentalhealth therapy / counselling, and psychosocial support for Tdh Iraq staff.

TERRE DES HOMMES

Terre des hommes Foundation – Helping children worldwide (Tdh), is the leading Swiss foundation for children's aid, with its headquarters in Lausanne, and registered in Iraq with the No 2178598. Tdh aims to create a positive impact on children's lives in almost 40 countries around the world, through our Health, Access to Justice, Migration and Child Protection transversal programmes.

Tdh started its operations in Iraq in Dec 2014 responding to the needs of children and youth between the age group of 9-24 years, affected by the ISIL driven crisis of 2014-2017. Due to high unmet needs of children, youth, and their families affected by the crisis, Tdh scaled up its interventions to 22 districts within 5 governorates (Anbar, Kirkuk, Ninewa, Baghdad & Salah al-Din), providing assistance in child protection, juvenile justice, education and WASH assistance in emergency.

In the long-term, through its Multi-year Country Strategy 2022 – 2024 and its long term Vision for the Country Programme, Tdh plans to reinforce and expand interventions due to the persistent overwhelming needs of children, youth and families through a NEXUS approach, responding to the protracted humanitarian needs while contributing to achieving durable solutions for the most vulnerable and at-risk population groups in the sectors of Child Protection, Education, WASH and Access to Justice for children, youth and women.

As of April 2023, Tdh with its 85 staff employees, is currently implementing a 5,5 Million CHF humanitarian and development program across the country through its bases and offices in Baghdad, Ninewa, Salah al-Din and Kirkuk governorates working alongside and in collaboration with local partners and national authorities. The main donors are USG, UNOCHA, ECHO, SDC, GIZ, UNICEF, MYRP ECW. The main coordination office is in Erbil with a multi-cultural, very experienced, and highly motivated team providing support, technical expertise and ensuring accountability, while working closely with the collaborators in the regional office in Amman, Jordan, and the Head Quarters (HQ) in Lausanne, Switzerland.

PURPOSE AND SCOPE OF THE ASSIGNMENT

The therapy / Counselling will be provided by mental health professionals who are qualified psychologists or psychiatrists. The therapy/ counseling will include:

- professional assessment,
- diagnosis, and
- therapeutic treatment plan.

It will focus on assisting the humanitarian Staff to cope with the stresses of their daily work and manage problems related to their mental health.

The Scope of the interventions for the psychologist/psychiatrist. Will cover 2 main mandates for

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Terre des hommes
Helping children worldwide.

the counsellor(s):

1) Mental health issues prevention.

- To provide Tdh-L Staff psychological support in case of any difficulty linked to work.
- To enable Tdh-L to understand the effects of stress on their physical and psychological well-being and to provide them with tools for daily management.
- To facilitate the ability of individuals to manage a difficult situation and to develop their own options through a neutral, benevolent, and confidential intervention.

2) Psychosocial support in case of an individual crisis or critical incident (attack, accident...).

- Provide psychological support following a critical incident as soon as possible, between 24 and 72 hours after the event.
- To facilitate the ability of individuals to manage an emotionally critical situation through a neutral, caring and confidential intervention.
- To allow victims to understand the effects of acute stress on their physical and psychological state and to give them management tools for the days and weeks following a critical incident.
- To recognize those persons for whom specialized assistance should be provided on site or who would require an early return for other forms of care.
- Provide the individual with the opportunity to contact support again after the initial intake (for questions, follow-up, etc.).
- Follow up after 4 weeks with a new contact to check on the person's status.

Sessions will be no more often than weekly for 1 hour.

Staff are entitled to the organization providing cost sharing for a maximum of **5 sessions**, beyond that it will be subject to Tdh Human Resources decision to approve additional sessions.

Only the therapy / counselling is cost shared, there is no provision to pay for medication.

ETHICS

The consultant is obliged to respect Tdh's ethical and child safeguarding requirements.

QUALIFICATION AND EXPERIENCE REQUIRED

- Mental Health professionals with university degree in clinical psychology, mental health, psychiatry, or counselling.
- Minimum of 5 years of experience as clinicians.
- Expertise in mental health and psychosocial support in humanitarian setting, counselling, stress management or related fields.
- Excellent interpersonal communication, including the ability to work with different



groups.

The selected person(s) must have a private professional office that allows for confidentiality in a convenient location.

PAYMENT TERMS

The consultant will be paid by the end of each month based on the actual consumed vouchers.

TIMELINE

The assignment is until the end of December 2023 and could be renewed

SUBMISSION OF PROPOSALS

To be considered, interested, and qualified service provider must submit a technical and financial offer to: irq.tender@tdh.ch, adding in Subject "MH_S_23."

- Technical offer including proposed methodology to be adopted in the consultancy.
- CVs and Profile.
- Financial offer

The deadline for submission is **May 10th, 2023**

Only applicants submitting complete applications and under serious consideration will be contacted.

PROPOSAL EVALUATION AND SELECTION CRITERIA

The evaluation will be based on the following criteria according to the submitted documents:

Evaluation type	Weight
Technical offer	35%
CV and Profile (Registration and tax clearance if it's a clinic or company)	30%
Financial offer	35%

- Plan for invitation to bid

Steps	Dates*
Publication of the invitation to bids	20/April/2023
Deadline for requesting clarification from Tdh	09/May/2023 to 4:00 PM
Last day when Tdh gives clarifications	09/May/2023 to 4:00 PM
Deadline date and time for receipt of Offers	10/May/2023 to 4:00 PM

