

JOB DESCRIPTION.

Job Title:	Mental Health and Psychosocial Support (MHPSS) Advisor
Location:	Kampala
Reporting to:	Team Leader
Management responsibility (if applicable)	N/A
Type of position:	National
Grade and Salary:	A competitive INGO salary will be offered
Contract terms and hours:	Fixed term and 37.5 Hours p/w
<p>Background:</p> <p>Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We have programmes in around 20 countries and territories across Africa, the Middle East, Asia and Europe and have over 150 staff. We work with a wide range of partners including government agencies, international organisations, civil society organisations, youth and women groups; and communities.</p> <p>Description of Saferworld and Uganda programme:</p> <p>Saferworld has been working in Uganda since 2001. Our main focus has been on supporting civil society involvement in conflict prevention and security provision, conflict-sensitive approaches to development, and advocating stronger national and regional controls on small arms and light weapons. Current priorities include, delivering conflict sensitivity support to institutions and stakeholders working on issues related to land and minerals, including working to improve conflict resolution and community safety in Karamoja, northern Uganda, and other areas of central Uganda experiencing land conflict and insecurity. In these and other areas, we have also noted that unattended to past traumas and psychological distress; stigma and discrimination; domestic as well as gender based violence are hindering peaceful coexistence among refugees and post conflict communities in Uganda.</p> <p>For reconciliation and sustainable peace, mental health and psychosocial issues of refugee communities and post-conflict societies need to be addressed. The literature indicates that mental healing, reconciliation and economic development are intricately interconnected and require an integrated and multi-sectoral approach due to the complex set of phenomena affecting refugees and post conflict societies. Psychosocial interventions should therefore be part of an integrated approach to achieve sustainable peace and economic development.</p> <p>Job purpose:</p> <p>The overall purpose of the job is to provide technical support in mental health and psychosocial support interventions, supporting training programmes for the project implementation team on MHPSS assessments and management, provision of quality assurance supervision, recording learning and coming up with adaptable intervention approaches to support effective implementation of the project goals and objectives. The position will be an integral part of project delivery unit; providing overall monitoring supervision and quality assurance during the project implementation in accordance to the project theory of change and in accordance with the IASC MHPSS principles and guidelines. The project; '<i>addressing conflict drivers in Uganda</i>'-a potentially 5 year project starting in July 2020, is a joint (consortium) initiative between Saferworld and TPO Uganda; with the aim of addressing main conflict drivers, which include but not limited to; <i>competition over natural resources; the mass influx of refugees; inadequate transitional justice processes; and flawed electoral processes</i>, leading to a more peaceful, secure and resilient communities in Uganda.</p>	

Roles and responsibilities:

- Build a case management system, assessment tool and case management repository and provide leadership, supervision and follow up oversight and assume primary responsibility for the clinical and psychosocial aspects of the project implementation in accordance with the project theory of change and the IASC MHPSS Principles and guidelines
- Training both internal and external stakeholders on addressing MHPSS needs that can lead in supporting better emotional support and provide support supervision, consultation and mentoring for the project team and beneficiaries
- Mainstream PSS and child protection into all projects; build a resource material for PSS in the project consortium and support evidence generation on the linkage between MHPSS issues and other conflict drivers.
- Presentations at national and international conferences; sharing lessons learned and experiences coming from project implementation highlighting the linkages between the driver of conflicts and MHPSS issues.
- Review and document learnings, and good practice and carry out knowledge, attitude and practice (KAP) survey to evaluate impact of the project implementation approaches.
- Participate in proposal writing and researches, including directly carrying out baseline surveys and prevalence surveys of MHPSS issues from time to time.
- Any other duty may be assigned to the post holder as required by the Line Manager

Key working relationships

Project Advisors, Project Managers and Project Coordinators, RMEL, Country Manager, Head of East Africa; project partners (Uganda); Finance and Administration team (Uganda); Funding team (Uganda); Head of Programs at TPO Uganda

Scope and accountability

Decision making and limits of authority	<ul style="list-style-type: none"> • As per Saferworld existing authorisation matrix
Financial resources	<ul style="list-style-type: none"> • According to project budget
Other resources	<ul style="list-style-type: none"> • Responsible for cross-regional and organisational information sharing and lesson learning resources
People management	<ul style="list-style-type: none"> • Some consultancies as agreed with the Team Leader and the Country Manager
Legal, regulatory and compliance responsibility	<ul style="list-style-type: none"> • Ensure compliance with national legislation. Where there is contradiction, seek guidance. • Ensure compliance with policies, procedures and practices in the organisation. • Adhere to Saferworld/TPO safeguarding principles and practices.

Person specification**Knowledge, qualifications and experience**

- Master of Science in Clinical Psychology (MSCP).
- Membership of any psychology association is an added advantage.
- Research experience and sound clinical practice experience is an added advantage
- Knowledge in the following areas is required for this position: It includes knowledge in therapeutic remedies, making mental health assessments, IASC guidelines; advocacy theories and principles; and
- Working experience in the civil society sector; mainly in development-humanitarian setting and directly working with people experiencing conflicts or post conflicts community is a plus.
- Experience in lobbying and policy engagement, stakeholder management in civil society, project management, advocacy and representing an organization at various levels is an added advantage.

Skills and abilities

- Excellent organization and coordination skills
- Negotiation skills;
- Verbal and written communication skills;
- Ability to build working relationships;
- Analytical skills;
- Presentation skills;
- Time management;

- Intercultural and interpersonal skills;
- Ability to work under pressure and to work with multiple agendas.
- Proficiency in SPSS, MS Word, Excel, Power point.
- Commitment to and compliance with Saferworld/TPO safeguarding principles
- Supervision and mentorship skills

Personal qualities

- A self-starter who is willing to take the initiative and drive things forward with minimal oversight
- Personable and committed to working as a team
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld

Other requirements

- The position is based in Kampala with frequent travel to project sites and other locations as and when required

Application process

To apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to HR Team at jobs@saferworld.org.uk (Ref: UG-MHPSS)

Deadline for applications: January 8th 2021