Vacancy: Mental Health Advisor
Terms of Reference

I. General Information

<table>
<thead>
<tr>
<th>Position:</th>
<th>Mental Health Advisor</th>
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<td>Beneficiary Institution:</td>
<td>Puntland Ministry of Health</td>
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<td>Duty Station:</td>
<td>Garowe (Puntland State of Somalia)</td>
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<td>Stream/Band:</td>
<td>Commensurate with experience and education</td>
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<td>Duration of Assignment:</td>
<td>12 Months</td>
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<td>Deadline for Applications:</td>
<td>7.9.2017</td>
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II. Background Information

About MIDA FINNSOM Health and Education Project
IOM MIDA programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its Migration for Development in Africa (MIDA) programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. MIDA FINNSOM Health and Education project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similarly to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions, with focus on two sectors, namely health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriate while on assignment.

About Puntland
Puntland—officially the Puntland State of Somalia—is a region in northeastern Somalia. It is bordered by Somaliland to its west, the Gulf of Aden in the north, the Indian Ocean in the southeast, the central Galmudug region of Somalia in the south, and Ethiopia in the southwest. Its leaders declared the territory a semi-autonomous state of the Federal Republic of Somalia in 1998. Since then, the Puntland Government has implemented limited reconstruction and development programs using its own meager resources, with some support from the donor community. The needs still remain enormous given that the government must build modern infrastructure, systems and structures to provide basic social services such as healthcare and education. The capital of Puntland is Garowe (Nugaal province), though the cities of Bosaso (Bari province) and Galkayo (Mudug province) are far more populous.

About the Puntland Ministry of Health
The Puntland Ministry of Health (MoH), headquartered in Garowe, has ultimate oversight over Puntland’s Five regional hospitals, 10 District hospitals, 84 Maternal and Child healthcare Centers, 192 Health Posts, four mental health centers, and all other types of health-related facilities. The Puntland MoH comprises six departments: (1) Primary Healthcare; (2) Public Health; (3) Planning and Development; (4) Medical Service; (5) Human Resource; and, (6) Administration and Finance.
Overview
A Mental Health Advisor works under the direction and supervision of the MOH DG, providing community-based mental health services to individuals with mental illness. This position requires a high degree of self-initiative and motivation. The schedule is flexible, as determined by client needs, and involves driving to various locations within the community where services are provided. The Mental Health Advisor completes assessments and develops treatment plans with clients served based on needs identified by the client and the assessment. The Advisor should possess good verbal communication and writing skills, assessment and problem-solving abilities, knowledge of the mental health service system, organization and record-keeping skills, and the ability to locate information and resources for a variety of client needs within the mental health Service system.

III. Duties & Responsibilities
The Puntland Ministry of Health with the assistance of the IOM/MIDA FINNSOM Health and Education project seeks to support the training capabilities at the mental health centres in Puntland regions for mental health staff and key health professionals currently working at the mental health facilities as and when needed. The selected candidate will:

1. Increase awareness by health professionals of the psychosocial factors in and the maintenance of mental health disease processes.
2. Further integrate mental health services into the general health services.
3. Provide counseling.
4. Advance need for counseling services.
5. Regulate in-service training of all staff in the management of common disorders.
6. Expand the range of mental health services to the community.
7. Reduce stigma associated with mental illness and to provide public awareness.
8. Integrate the mental health information into the general health information system.
9. Establish therapeutic relationships with assigned recipients and meet with clients as needed.
10. Create assessment tools for screening of mental health problems, review
available guidelines/protocols and identify priority needs in consultation with the mental health team.

11. Develop and Integrate mental health care plan into the State level health policy.

12. Develop specific guidelines/protocols to support nursing staff covering sustainable psychological interventions on key mental health/behavioral issues.

IV. Target Outputs (Measurable Results)

A. By the end of the first six months, the Mental Health expert should be able to achieve the following;

- Created assessment tools for screening of mental health problems, review available guidelines/protocols and identify priority needs in consultation with the mental health team.
- Regulated in-service training of all staff in the management of common disorders.
- Develops a plan to expand the range of mental health services to the community.
- Minimum 4 workshops/trainings are conducted for the mental health department staff/Mental health staff. Training manuals are shared with the trainees, MoH and IOM.

B. By the end of the last six months of the assignment, the Mental Health expert should be able to achieve the following;

- Mental health services range expansion plan implemented.
- Mental health information is integrated into the general health information system.
- Minimum 4 workshops/trainings are conducted for the mental health department staff/Mental health staff. Training manuals are shared with the trainees, MoH and IOM.
- Number of students who showed improvements in the provision of services after receiving on-the-job training and supportive supervision.
- A Mental health care plan is developed and integrated into the state level Health policy.

V. MIDA FINNSOM Health Requirements

Besides the specific outputs mentioned in section IV, MIDA FINNSOM Health and Education is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments under this project:

1. **Transfer of skills:** The main responsibility of the qualified Somali expatriate—which he/she will be measured against—will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution, which civil servants will have to benefit from this knowledge.
2. **Work plan:** A work plan must be developed with the Supervisor during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the IOM Garowe MIDA Project Assistant. This work plan can be revised during the midterm review to reflect new developments or changes in strategy.

3. **Midterm Review:** There will be a midterm review of the assignment between the incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.

4. **Quarterly and Final Reports:** The incumbent to the Supervisor and to the IOM Garowe MIDA Project Assistant will submit quarterly progress reports. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

### VI. Qualifications

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<th>Level of Education:</th>
<th>Minimum: Holds a Masters degree in related fields (Social Work, Counseling) from an accredited college or university.</th>
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<td>Years of work experience in what area(s):</td>
<td>Has at least two years of experience working in the fields of Mental Health. Hass experience in Counseling Has at least 2,000 hours of supervised therapeutic experience in the delivery of services to persons with mental illness.</td>
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<td>Languages needed:</td>
<td>Expert knowledge of English and Somali.</td>
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| General skills / Other requirements: | 1. Experience in working with people dealing with mental health issues.  
  2. Background in cognitive therapy and ability to employ brief therapy.  
  3. A broad range of clinical psychological experiences especially with individuals who are disabled, individuals with mental illness and those who are elderly.  
  4. Able to provide mix caseloads of intensive case management services.  
  5. Provide a holistic and comprehensive case management services to all clients including intake assessment, goal setting, progress monitoring, advocacy and referrals.  
  6. Ability to work as a team, give and receive positive feedback and constructive criticism.  
  7. A personal philosophy that is respectful of |
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|   | others, appreciative of differences, and client-centered.  
8. Integrity, honesty and commitment to quality.  
9. Ability to work without supervision, identify problems and solutions.  
10. Good communication and effective interpersonal communication skills.  
11. Excellent reading and writing skills.  
12. Ability to use Microsoft Office programs (Word, Excel, and PowerPoint) and email system. |
| VII. Monthly Stipend | The monthly stipend amount will be determined by MIDA FINNSOM Health and Education based on degree and years of relevant experience. |
| VIII. Security and Insurance Modalities | Health insurance—including evacuation due to medical emergency—will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically fit and able to work in a hardship area in Africa.  

Please note that IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.  

Before leaving the country of residence or upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background. |
| IX. How to Apply | All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail: APPLICATION – Mental Health Advisor-Garowe.  

To be considered, applicants must provide a cover letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Please save your documents in PDF format. Only shortlisted candidates will be contacted.  

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply. Note that preference may be given to applicants who were successful participants in the Phase 3 project. Lastly, we highly encourage the participation of women in MIDA FINNSOM Health Phase 4. |