

TERMS OF REFERENCE

Child and Adolescent Mental Health Measurement Research Analyst Consultancy

CONTRACT MODALITY Individual Consultancy

DUTY STATION Home-based/Remote

DURATION OF CONTRACT 12 Months

Purpose of Assignment:

Efforts to improve the mental health and psychosocial wellbeing of children and adolescents are critically constrained by the absence of robust, reliable, and actionable approaches to measurement, particularly in low- and middle-income countries where over 90 per cent of children reside. While global attention to child and adolescent mental health (CAMH) has increased, existing data systems remain fragmented, under-coordinated, and insufficiently contextualized, resulting in a partial and often underestimated picture of mental health needs, determinants, and outcomes.

Available evidence indicates that more than 13 per cent of adolescents aged 10–19 live with a diagnosed mental disorder, with anxiety and depression accounting for approximately 40 per cent of cases. Suicide and self-harm remain among the leading causes of death among adolescents globally, while behavioral, anxiety, and depressive disorders account for millions of years lived with disability. Despite this burden, mental health data are frequently underutilized in decision-making, poorly integrated across sectors, and inconsistently communicated to policymakers and practitioners.

UNICEF is uniquely positioned to address these challenges. Through its global presence, long-standing partnerships with governments, and leadership in population-based data collection, including the Multiple Indicator Cluster Surveys (MICS), UNICEF has demonstrated its capacity to generate and translate high-quality data into action. The Measuring Mental Health among Adolescents and Young People at the Population Level (MMAPP) initiative exemplifies this role, providing validated, culturally adaptable tools developed in partnership with young people and country teams.

As global momentum builds toward the post-SDG agenda, the Data & Analytics Section within UNICEF Office of Strategy and Evidence – Innocenti (OSE) is seeking to strengthen its leadership in CAMH measurement to ensure that mental health data are systematically generated, harmonized, and used to drive policy, programming, and investment.

UNICEF is also developing a parallel child and adolescent non-communicable disease (NCD) measurement portfolio, drawing on shared expertise in survey methodology, indicator development, and global data infrastructure. Together, these workstreams constitute a growing and complex global measurement portfolio with active engagement across country offices, academic partners, donors, and youth stakeholders.

As the portfolio expands across multiple simultaneous workstreams — including active country implementation studies, TAG establishment, toolkit dissemination, repository development, youth network building, and donor-funded research agenda implementation — UNICEF requires dedicated research analyst(s) to support the CAMH Measurement Technical Lead in delivering the portfolio with quality and coherence. This consultancy is designed to provide substantive support across the portfolio’s core workstreams during a critical period of growth and external launch.

The Child and Adolescent Health Measurement Research Analyst will provide substantive programmatic and technical support to the CAMH Measurement Technical Lead, contributing to the execution and coordination of the

CAMH measurement portfolio across its active workstreams. The consultant leads designated workstreams — including the CAMH measurement repository, country implementation coordination and quality assurance, and youth network development — while also supporting the Technical Lead across the broader portfolio. The consultant works with a high degree of initiative and organizational independence within the strategic direction set by the Technical Lead, escalating technical and methodological decisions as appropriate

Scope of work:

A. CAMH Measurement Tool, Indicator, and Evidence Repository

Lead the operationalization and ongoing management of UNICEF's global CAMH measurement repository as a core institutional knowledge asset. This is the consultant's primary owned workstream. Responsibilities include:

- Compile and organize validated measurement tools, culturally adapted versions, translations, and associated documentation across the CAMH portfolio
- Develop and implement submission guidelines, quality review criteria, and curation workflows for the repository
- Coordinate with country teams, academic partners, and external contributors on submissions, updates, and quality review processes
- Maintain the repository as a living, accessible resource for researchers, country offices, and implementing partners
- Lead the evidence scoping process that underpins the repository and the broader CAMH measurement agenda, including systematic database searches, reference management, and synthesis of existing evidence on measurement frameworks, priority conditions, and indicator approaches across global and LMIC contexts
- Support the Technical Lead in keeping the evidence base current and strategically aligned with UNICEF's domain expansion priorities and research agenda

B. Country Implementation Support and Quality Assurance

Collaborate with UNICEF country office counterparts and the Global Programme Division (GPD) to coordinate and manage the substantive implementation of CAMH measurement tools and studies across country contexts. The consultant engages actively with country teams on protocol adherence, data quality standards, implementation fidelity, and the application of CAMH measurement tools in ways that generate policy-relevant evidence. Responsibilities include:

- Manage and coordinate country implementation activities across active CAMH measurement studies, supporting country teams from early project development and planning through execution and evidence generation
- Support training and capacity-building for country office staff and in-country partners on CAMH measurement tools, protocols, and data quality standards
- Contribute to the development of new country studies and implementation projects in collaboration with country offices, GPD, and the Technical Lead
- Serve as a substantive point of contact for country offices on implementation questions, escalating non-standard technical and methodological decisions to the Technical Lead
- Support the synthesis and communication of country-level evidence back to country teams, the Technical Lead, and broader audiences as studies generate findings

C. Expert Consultation Support and TAG Coordination

Support the coordination of expert consultation processes within the CAMH measurement portfolio, with external governance and institutional representation led by the Technical Lead. Responsibilities include:

- Prepare background materials, technical documents, and meeting documentation for TAG meetings and expert consultation events
- Coordinate expert inputs into the CAMH measurement agenda, Delphi processes, and domain prioritization activities
- Manage logistics, communications, and participant coordination for TAG meetings, virtual consultations, and related convenings
- Follow up on technical consultation outputs and support the integration of expert inputs into portfolio decisions and products

- Maintain documentation of TAG deliberations and track follow-up actions in coordination with the Technical Lead
- Liaise with external experts, academic partners, and institutional stakeholders on consultation processes, inputs to the research agenda, and coordination of joint workstream activities, under the direction of the Technical Lead

D. Youth Network Development and Engagement

Lead the development and management of UNICEF's global youth network for CAMH measurement — a distinct and high-priority workstream for which the consultant has full operational ownership. The network's purpose is to ensure that meaningful youth voice and youth-led perspectives are systematically integrated across the data and evidence generation pipeline, from measurement agenda-setting through data use and policy dissemination. Responsibilities include:

- Design and establish the youth network's structure, membership framework, and engagement mechanisms, in coordination with the Technical Lead
- Lead recruitment and onboarding of youth advisors and network members, including outreach, selection criteria, and orientation
- Coordinate youth advisor involvement in the TAG and related expert processes, ensuring youth perspectives are present and substantively reflected in technical deliberations
- Design and coordinate youth-led initiatives and ensure their outputs feed meaningfully into UNICEF's measurement priorities, guidance development, and external products
- Sustain ongoing youth network communications, relationships, and engagement, maintaining the network as an active and growing institutional asset
- Support the Technical Lead in ensuring that youth engagement is substantive rather than tokenistic, with clear channels through which youth perspectives influence UNICEF's technical and policy positions on CAMH measurement

E. Global Monitoring Framework, Indicators, and Data Systems

In collaboration with MNCAH analysts and under the guidance of the Technical Lead, contribute to the development of a global CAMH monitoring framework and priority indicator set. Responsibilities include:

- Support evidence synthesis for indicator selection, coordinating technical inputs from internal and external stakeholders
- Contribute to the development and maintenance of data dashboards and visualization products that enable tracking of CAMH indicators across country contexts
- Support alignment of CAMH indicators with UNICEF corporate monitoring frameworks, including MICS and global databases

F. External Products, Dissemination, and Resource Mobilization

Lead or contribute to the development of external-facing knowledge products in support of the Technical Lead and in coordination with the broader MNCAH team, country offices, and external partners. This is a growing area of the portfolio. Responsibilities include:

- Lead or contribute to peer-reviewed publications, data products, technical guidance documents, webinars, and dissemination materials arising from CAMH measurement activities, taking a lead or contributing role depending on product type
- Manage drafting, co-author coordination, production workflows, and dissemination to relevant audiences

- Support the identification and development of funding streams, contributing to concept notes, grant proposals, and partnership development processes in coordination with the Technical Lead and relevant UNICEF units

G. NCD Measurement Support

Contribute to the early development of UNICEF's child and adolescent NCD measurement portfolio in support of the Technical Lead. Responsibilities include:

- Support evidence scoping on existing NCD measurement frameworks, tools, and country data availability
- Coordinate NCD-related expert consultations and TAG processes
- Support NCD indicator development and monitoring integration, and prepare background documents and coordination materials as the NCD portfolio develops
- Apply the same core competencies as in the CAMH portfolio; this workstream is expected to grow as the NCD agenda matures

H. Portfolio Coordination and Partner Management

Maintain coordination across active CAMH measurement workstreams and support the Technical Lead in managing the portfolio's partnerships and grant commitments. Responsibilities include:

- Coordinate with academic partners, donor counterparts, and internal UNICEF divisions on joint activities and shared deliverables
- Support grant monitoring including milestone tracking and preparation of reporting inputs
- Prepare internal status updates and workplan documents under the direction of the Technical Lead

Work Assignment Overview	Deliverables/ Outputs	Delivery deadline		Planned Travel
		Exact date to complete the deliverable	Input days	
Repository launch and curation	CAMH measurement repository submission report	31 December 2027	22	
Youth network development	Youth network structure, membership framework, recruitment plan, and onboarding materials	31 January 2027	22	Florence, Italy – to participate in and facilitate Technical Advisory Group meeting, one trip, 7 days
Second TAG meeting coordination and global monitoring and indicator scoping	Second TAG meeting report Global CAMH monitoring and indicator scoping review report	31 March 2027	44	Kathmandu, Nepal – Country level support mental health measurement one trip, 7 days
Evidence synthesis	Updated CAMH measurement evidence scoping report	30 April 2027	22	
Country implementation progress	Country implementation progress report	31 May 2027	22	Accra, Ghana – Country level mental health measurement support one trip, 7 days)
Knowledge product and NCD coordination Third TAG meeting coordination	Consolidated report on knowledge product pipeline and NCD coordination Third TAG meeting report	31 July 2027	44	
Country implementation and youth network update	Progress report on country implementation and youth network	31 August 2027	22	Dakar, Senegal – Country level mental health measurement support one trip, 7 days
Data systems and indicator alignment	Summary note on CAMH indicator integration	30 September 2027	22	
MMAPP mid-term evidence synthesis and Portfolio coordination summary	MMAPP Mid-term evidence summary report Final portfolio coordination summary	30 November 2027	44	

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes:

- Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

Education: Master’s degree : An advanced university degree (Master’s or equivalent) in public health, global health, psychology, social sciences, epidemiology, or a related field is required. A first-level university degree in a relevant field combined with qualifying experience of two additional years may be accepted in lieu of the advanced degree. A degree in relevant quantitative or communications discipline is equally considered.

Work Experience:

- A minimum of three years of relevant professional experience in global health, public health research, programme coordination, or a related field. Post-graduate research experience is considered equivalent.
- Demonstrated experience contributing to measurement, evidence synthesis, or research activities in global health or social science contexts, including familiarity with measurement tools, frameworks, or evidence review methodologies.
- Experience coordinating multi-stakeholder processes, including expert consultations, advisory groups, or community engagement, with demonstrated ability to manage logistics, prepare materials, and document outputs.
- Experience supporting or coordinating country-level programme implementation, including communication with country offices or field teams, is an asset.

- Demonstrated interest or experience in youth engagement, network development, or participatory approaches to research and evidence generation is an asset.
- Strong organizational skills with the ability to manage concurrent workstreams, maintain documentation systems, and coordinate across multiple partners independently.
- Excellent written communication skills in English, including experience drafting reports, briefs, guidance materials, or equivalent outputs.
- Exposure to child and adolescent mental health, global health measurement, or UNICEF/UN system contexts is strongly desired.
- Familiarity with UNICEF's data platforms or comparable intergovernmental data infrastructure is an asset.

Language Requirements:

- Fluency in English is required. Knowledge of another UN official language is an asset.