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TERMS OF REFERENCE

MHPSS Intervention Development and Evaluation Consultant

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Global Practice for Child Protection and Migration, CPHA, Nairobi, Kenya & Remote with travel
DURATION OF CONTRACT	11 months

Purpose of Assignment

Mental Health and Psychosocial Support (MHPSS) is an institutional priority for the UN, and for UNICEF. The UNICEF Strategic Plan identifies MHPSS as a priority area, building upon existing programming through child protection, education and health. Feasible, scalable, and evidence-based psychological interventions for children and their caregivers are a significant gap highlighted in current programming and research.

Over recent years, UNICEF has developed several state-of-the-art tools to support country offices in increasing quality MHPSS services to children and adolescents and their families. As these are rolled out, there is a need to develop additional tools to support country offices in quality implementation and address remaining gaps and challenges. Additionally, there is a need to consolidate lessons learned so far from multi-site implementation experiences, to identify achievements, as well as areas for improvement.

Notable recent developments include collaborations between and WHO to develop new focused MHPSS interventions for children and adolescents with identified higher levels of distress. These include the development and ongoing evaluation of BLOOM for ages 5-10, and the global roll-out of EASE for ages 10-15. UNICEF has been successful in securing funding for working with partners to conduct research and implementation of BLOOM in 3 countries. At the same time, UNICEF has been leading efforts to roll-out and scale up EASE in several country offices.

The purpose of this assignment is to: i) provide high-level technical support and oversee analysis and reporting on BLOOM research taking place in Ethiopia, Lebanon, and Albania; ii) finalise the development of all accompanying tools needed for later implementation and roll out of BLOOM; iii) support country offices in documenting their experiences with EASE in a systematic way; iv) and act as a focal point for EASE interventions, linking to necessary resources and technical expertise, and coordinating with WHO as the co-authoring institution.

Scope of Work

This consultancy will work under the supervision of MHPSS specialist in Child Protection, to produce high quality analysis and reporting on the implementation of BLOOM in 3 countries, produce high quality resources to accompany the BLOOM intervention package and enable roll-out, and compile country level lessons and outcomes for EASE implementation, alongside recommendations to inform future roll out. The consultancy will produce internal and external publications to advance UNICEF's implementation and thought leadership role in child and family MHPSS interventions.

Work Assignments Overview	Deliverables/Outputs	**Delivery deadline and input days to complete the deliverable**
1. Ensure the successful completion of reporting and dissemination of findings for the BLOOM pilot-testing in Ethiopia	Development of final report on BLOOM adaptation and pilot testing in Ethiopia for GIZ (due to donor 30th April 2027)	31 March 2027 9 days
	Finalisation of 1 academic paper on adaptation and piloting of BLOOM in Ethiopia	31 May 2027 8 days
2. Ensure the successful completion of implementation of the feasibility testing and pilot RCT of BLOOM in Lebanon, including reporting and dissemination of findings.	Lead partners in preparation for Pilot RCT, including finalization of all tools following feedback from early feasibility testing	31 March 2027 7 days
	Provide all necessary inputs on the BLOOM work for the MHPSS Opportunity fund grant, within the PROSPECTS MEL session	28 February 2027 4 days
	Provide technical support to pilot RCT, including biweekly principal supervision sessions, and monthly investigator meetings (February-June 2027)	14 June 2027 13 days
	Provide technical support to pilot RCT, including biweekly principal supervision sessions, and monthly investigator meetings (July-October 2027)	31 October 2027 5 days
	Develop donor report for PROSPECTS grant	31 Dec 2027 7 days
	Draft academic publication of piloting of BLOOM completed	30 November 2027 5 days
3. Ensure the successful completion of implementation of the pilot RCT of BLOOM in Albania, including reporting and dissemination of findings.	Finalisation of 1 academic paper on adaptation and piloting of BLOOM in Albania	30 April 2027 7 days
	Provide technical support to pilot RCT-Principal Supervision, and investigator meetings (February-June 2027)	14 June 2027 7 days
	Provide technical support to pilot RCT-Principal Supervision, and investigator meetings (July-Sept 2027)	30 Sept 2027 12 days
	Lead partners in analysis and publication	31 Dec 2027 7 days

	write up	
4. Develop learning outputs (a paper and an event) and essential implementation resources that draw on lessons learned across the three BLOOM study sites, to ensure cross-site learning informs future implementation.	Development of learning paper on early piloting of BLOOM and lessons learned across sites (due to donor on 30th April 2027)	31 March 2027 8 days
	Finalise supervision guidance and training materials to equip BLOOM supervisors	14 June 2027 5 days
	Support MHPSS Intervention Research & Knowledge Management Consultant to compile each specific package of BLOOM materials for each country (intervention & training) and outline adaptations for each context.	14 June 2027 5 days
	Support MHPSS Intervention Research & Knowledge Management Consultant to develop a concept, coordinate, and host an MHPSS learning event with all 3 BLOOM pilot sites and UNHCR implementing sites	31 October 2027 7 days
5. Serve as technical focal point for Country Offices wanting to implement EASE, linking to necessary resources and technical support, and coordinating roll-out efforts with WHO. Proivde high-level technical input for the compilation of current country experiences, and finalization of guidance on monitoring, evaluation, and routine data collection in EASE.	Lead the compilation of country experiences with EASE in a systematic way	31 July 2027 9 days
	Support MHPSS Intervention Research & Knowledge Management Consultant to finalise guidance and tools for monitoring, evaluation, and routine data collection in EASE	30 Sept 2027 7 days
	Serving as reference point for EASE, connecting to relevant resources and technical support, coordinating with WHO	30 November 2027 10 days

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:** PhD in Clinical Psychology or related field
- **Work Experience:** Minimum 10 years experience developing and evaluating MHPSS interventions for children and families in humanitarian and low resource settings
- **Skills:**
  - Demonstrated experience testing or researching psychological interventions for children and families
  - Excellent experience leading multi-stakeholder projects, including the management of budgets and contracts
  - Previous work experience in humanitarian and emergency settings
  - Demonstrated organizational skills, including ability to work independently and productively with multiple stakeholders in fast-paced environment across time zones.
  - Excellent interpersonal and communication skills; the ability to effectively liaise with people in a wide range of functions in a multi-cultural environment

- **Language Requirements:** Proficiency in English