unicef | for every child

TERMS OF REFERENCE

MHPSS Research and Knowledge Management Consultant

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Nairobi, Kenya / remote
DURATION OF CONTRACT	**12 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 specialized research support to the curation, analysis and reporting of data collected as part of BLOOM research taking place in Ethiopia and Albania; ii) lead knowledge management initiatives for BLOOM including a repository of BLOOM resources used in each of the 3 sites ensuring the documentation of all adaptations made, the compilation of all resources needed for future BLOOM implementation, and a cross-site learning event iii) support the systematic documentation of country office EASE implementation, and lead development of guidance and tools for monitoring, evaluation, and routine data collection in EASE ; iv) lead a scoping exercise on potential funding opportunities for BLOOM RCT research as the next phase in the research agenda.

Scope of Work

This consultancy will work under the supervision of MHPSS specialist in Child Protection, to produce high-quality data analysis on the implementation of BLOOM in Albania and Ethiopia, ensure effective knowledge management and curation of global resources alongside country-specific adaptations, and lead cross-site learning initiatives. The consultant will also support the systematic documentation of country level lessons and outcomes for EASE implementation, alongside recommendations to inform future roll out, and lead the finalization of guidance and necessary tools related to data within the EASE programme. Finally they will lead a scoping exercise on funding opportunities for the next phases of BLOOM research.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
1. Support the successful completion of high-quality data analysis and reporting of findings for the BLOOM pilot-testing in Ethiopia	Finalisation of data analysis & results reporting, to inform final donor report and publication.	28 Feb 2027 9 days
2. Support the successful completion of high-quality data analysis and reporting of findings for the BLOOM pilot RCT in Albania	Provide research support to pilot RCT including participation in monthly investigator meetings	25% due 31 March 2027 25% due 30 June 2027 25% due 30 Sep 2027 25% due 31 Dec 2027 24 days
	Support partners in analysis and reporting for report & publication	31 Dec 2027 7 days
3. 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.	Compile and analyse inputs from 3 country teams on early piloting of BLOOM and lessons learned across sites, to inform a cross-site learning paper	31 March 2027 9 days
	Based on existing training materials, develop one comprehensive BLOOM training manual and package (including trainer manual, slides, hand-outs, and evaluation guidance)	31 May 2027 12 days
	Compile each specific package of BLOOM materials for each country (intervention & training) and outline adaptations for each context.	30 June 2027 8 days
	Lead the development of a concept, coordinate, and host an MHPSS learning event with all 3 BLOOM pilot sites and UNHCR implementing sites	31 October 2027 8 days
	Lead scoping exercise on potential funding opportunities for 2 BLOOM RCTs in Lebanon and Albania.	31 August 2027 10 days

	Develop map of potential academic partners with existing agreements with UNICEF, develop map of potential research funders.	
	Coordinate processes of translation, editing, and design of existing and new BLOOM resources.	31 December 2027 8 days
4. Provide knowledge management and data expertise for the compilation of current country experiences on EASE, and finalization of guidance on monitoring, evaluation, and routine data collection in EASE.	Support MHPSS Intervention Development and Evaluation Consultant to compile experiences with EASE in a systematic way, with specific input on data and outcomes	31 July 2027 10 days
	Lead the finalization of guidance and tools for monitoring, evaluation, and routine data collection in EASE	30 Sept 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.
- Contracts are conditional upon the selected candidate's willingness to comply with any current or future vaccination requirements that may be established by UNICEF, where applicable. Failure to comply with applicable vaccination requirements, where required and without an approved medical exemption by UNICEF, may result in the withdrawal of the consultancy offer or termination of the contract in accordance with the General Terms and Conditions of Contract.
- 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:

- PhD in Clinical Psychology, Mental Health and Psychosocial Support, Child Protection or related fields

Work Experience:

- Minimum 10 years' experience in researching MHPSS interventions for children and families in humanitarian and low resource settings

Language Requirements:

- Proficiency in English

Knowledge/Expertise/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.