

MRC-AD/MIS/2024/147

Terms of Reference- Programme Consultant - Mental Health and Psychosocial Support Services

Type of Contract	Individual / Company
Type of consultancy	National
Duration	3 Months

Background

The Maldivian Red Crescent (MRC) is an independent, voluntary, humanitarian organization, established on the basis of the Maldivian Red Crescent Law [Law 7/2009]. Its primary objective is to provide humanitarian aid, prevent and alleviate human suffering. It is the 187th member of the world's largest humanitarian movement — the International Red Cross and Red Crescent Movement – which every year helps millions of people whose lives have been devastated by crises or conflict.

The Maldivian Red Crescent aims to be the nation's leading humanitarian organization, with Units spanned all over the Maldives. It recruits members and volunteers, implements Programmes, and delivers services in adherence to the Fundamental Principles of the International Red Cross and Red Crescent Movement – Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, and Universality – making no discrimination as to nationality, race, sex, religious beliefs, language, class, or political opinions.

MRC's Strategic Priority 2: Strengthen First and Psychosocial Support Services focuses on the provision of emergency services and support. Psychosocial Support has been provided by the MRC as part of disaster and emergency response. The strategy involves increasing first aid and PSS service availability, strengthening the quality of services, and increasing overall of communities and service providers through training. This Priority establishes the fact that MRC's lead role and core expertise in emergency services would be in first aid and PSS. The Priority also recognizes that while the key priority is to strengthen first aid and PSS as an emergency service, would play an active role in expanding its First Aid Programme and mental health related interventions so that first aid and PSS teams can be engaged during peace time to enhance MRC's role and support in these two areas.

Scope of Assignment

MRC is seeking the services of a consultant to provide technical support in the review and development of the existing Mental Health and Psychosocial Support Service (MHPSS) Programme of MRC, including a development of a MHPSS Programme document comprising of Training Programmes, Education pathway and MHPSS interventions of MRC in alignment with the humanitarian mission of MRC and MRC Strategic Plan 2019-2030.

During the consultancy, the consultant will also work closely with the Programmes and Services department, MRC Units/City Offices as well as relevant International Federation of Red Cross and Red Crescent Societies (IFRC) focal and local stakeholders.

Deliverables

The consultant hired is expected to deliver the following: -

#	Deliverables	Details
1	Inceptions Report: Detailed work plan outlining the methodology, approach, and timeline for the Consultancy.	The inception report must also include key gaps and areas of revision required for the MHPSS Portfolio of MRC with reference to on-going and past work with reference to MRC's Strategic Plan 2019-2030, IFRC Strategy 2030 & IFRC PSS Center
2	Development of MHPSS Programme Document: including revision and update of MHPSS training Programmes and associated technical documents.	Development of MHPSS Programme document and in consultation with MRC Programmes & Services department, MRC Units in alignment with MRC Strategic Plan 2019-2030, IFRC Strategy 2030 tools available from IFRC PSS Center including: <ul style="list-style-type: none"> Review and update existing Trainings of MRC and relevant supporting technical documents as required (i.e., Training Content, Training Manuals, Participant Training notes etc.) <u>Detailed requirements will be provided to the consultant upon selection.</u> Development of MRC's PSS education pathway for staff and volunteers as well as development of trainer management tools. Development of a monitoring framework and trackers to ensure effective monitoring and assessment of MRC's MHPSS Portfolio. Development of standardized MHPSS awareness module for different age groups and demographics to enhance outreach initiatives of MRC.
3	Contribute and support activities of MRC's MHPSS Programme development	<ul style="list-style-type: none"> Carryout orientation sessions for staff, volunteers, and Trainers on the MHPSS Programme & education pathway. Conduct Psychological First Aid Training of Trainers and Refresher Training in coordination with MRC Programmes & Services department. Support the Communications efforts related to MHPSS in liaison with the Programme Officer – Communications & Advocacy as required during the consultancy period.

Reporting Line

The consultant will report to Manage – Programmes & Services and work in regular coordination with Programme Officer – Health & Inclusion as well as the Programmes & Services department.

Qualifications & Experience

The consultant is expected to possess the following qualifications and expertise.

- 1- Degree or equivalent in psychology, social work, or related field.
- 2- Expertise in development work, such as strategy, policy, training Programme and guidelines
- 3- Expertise in developing and facilitating training and community engagement.
- 4- Completed Psychological First Aid Training of Trainer Course of MRC (Preferred).
- 5- Previous work with MRC or NGO experience in a similar role is highly desirable.

Fees & Payments

Consultation Fee of MVR 35,000. The consultant will be paid based on the completion of the deliverables specified below in the given schedule of payments.

Completion of Deliverable 1 – 2 | 50% of Payment.

- Deliverable 1 | Within 02 Weeks
- Deliverable 2 | Within 06 Weeks

Deliverable 3 | 50% of Payment.

- Deliverable 3 | Within 12 Weeks

Code of Conduct

During the term of consultancy: -

- Actively work towards the achievement of the MRC's goals and objectives.
- The MRC Code of Conduct must be signed and thoroughly followed by the consultant.
- Abide by and work in accordance with the Red Cross and Red Crescent 7 Fundamental Principles.

Evaluation criteria

The consultant will be selected based on the following criteria.

Details	Maximum Points
Educational qualification	30
Experience	30
Technical Proposal	40
Total	100

Submission requirements

All interested should email their expression of interest to vacancies@redcrescent.org.mv before 2.00 pm, 23rd April 2024, along with the following documentation:

- Letter of Expression of Interest (EOI)
- Detailed Curriculum Vitae / Company Profile [including Team Members]
- Technical Proposal
- Copies of accredited certificates including transcripts
- Letters of work experience
- Copy of National ID card