



IOM International Organization for Migration

CALL FOR CVS

Position	: Consultant (MM/MHPSS Stakeholder Mapping)
Organizational Unit	: Migration Management
Duty Station	: Lagos
IOM Classification	: Consultant
Type of Appointment	: Consultant, 45 effective working days
CFCV No.	: CFCV2018/130
Estimated Start Date	: As soon as possible
Closing Date	: Sunday 9th December, 2018

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Context:

Irregular migration along the Central Mediterranean route is increasingly dangerous for migrants. Crossing the Mediterranean to Italy is by far the deadliest route, with 1 death recorded for 35 arrivals. Many Nigerians leave through porous land borders, travelling through Niger and Libya en route to Europe in search for better economic prospects. However, irregular migrants are at an increased risk of trafficking and often subjected to gross human rights violations that worsen psychosocial vulnerabilities, most notably in Libya. According to a recent assessment by the International Organization for Migration (IOM), 48 per cent of irregular migrants who take the Central Mediterranean route are at risk of human trafficking, indefinite detention, as well as other forms of abuse and exploitation.

To date, IOM and the Government of Nigeria, through funding from various donors including European Union, have assisted more than 10,000 Nigerian migrants stranded along the Central Mediterranean route to return to Nigeria. More than half of the aforementioned migrants are from Edo, Delta, Ogun and Imo states. With limited access to income-generating activities and opportunities to integrate back into their communities, returnees may opt for remigration or other negative coping mechanisms in order not to burden their families or communities. Reintegration prospects are further challenged by high levels of distress experienced during the migration journey due to exposure to extreme violence, gender-based violence, torture, imprisonment in inhumane conditions, wounds and armed attacks, and lack of access to basic needs. Many continue to experience psychosocial distress upon return due to feelings of shame or failure and stigmatization. The institutional and strategic framework needed to respond to the psychosocial vulnerabilities of these returning migrants are limited. A recent assessment focused on mapping available mental health specialized care structures in Edo and Lagos indicated that the available facilities are concentrated in urban areas, thereby limiting access to specialized care to those in urban areas. In line with the with Interagency Standing Committee (IASC) pyramid of interventions, there is need to map and identify as well the focused non specialized psychosocial supports systems, including existing community and family supports in areas of return.

To this end, IOM is seeking for a consultant to map existing specialized mental health care and psychosocial support actors, resources and facilities in Edo, Delta, Ogun, Imo and Lagos states and thereafter develop a self-help booklet. The mapping will include an assessment of counselling capacities, psychological and psychotherapeutic capacities, psychiatric care capacities, and traditional capacities within the health-care sector (primary, secondary and tertiary), community, social and educational settings.

Core Functions / Responsibilities:

1. Prepare a mapping strategy and inception report detailing the modalities and methodology of the mapping exercise. (Mid to late-December)
2. Conduct a desk review on existing literature and policy documents on MHPSS in Nigeria. (Mid to late-December)
3. Develop tools for Key Informant Interviews and for Focus Group Discussions to assess MHPSS capacities. (Mid and late-December)
4. Conduct an assessment of existing Mental Health institutions in terms of their capacities to care for, with or without family supervision, patients, for which conditions and to facilitate the reintegration of vulnerable migrants; this can include visits to

existing institutional and/or residential facilities and their evaluation based on the WHO Human rights checklist, and the IOM corporate standards for referral (January)

5. Map existing psychosocial support facilities or actors and assess their capacity to provide such services. In line IASC guidelines on MHPSS mapping (4WS) identify pre-existing governmental and non-governmental services, offering various psychosocial support activities covering different levels of the IASC pyramid intervention in MHPSS (January)
6. Produce draft mapping report, including infographics with corresponding text interpreting the data with initial findings: (Mid-February)
7. Final draft of data analysis report, revised based on comments from IOM – (End of February).
8. Develop an illustrated MHPSS self-help booklet in both English and Pidgin English which will encourage positive coping mechanisms, include basic information on psychoeducation, and self-help tools on stress management, as well as a directory of MHPSS services and support available in respective returnees' area of return- (end of March 2018).

Tangible and Measurable Output of the work assignment

- a. Mapping strategy and inception report, including detailed methodology and work plan;
- b. Mid-term report capturing results of desk review and development KII and FGD tools;
- c. Draft final report, which includes a mapping of actors in various regions in Nigeria, along with recommendations of first partnerships, capacity building or technical materials needs of identified actors and services deemed to have capacity that can be strengthened rapidly;
- d. Final report, incorporating feedback from IOM project team;
- e. Draft MHPSS self-help booklet in English and Pidgin English.
- f. Final MHPSS self-help booklet in English and Pidgin English, incorporating all comments on time to the procurement unit.

Required Qualifications and Experience

- a. Advanced degree in Psychology, Medicine, Public Health or related field from accredited academic institution;
- b. Minimum three years' professional experience in conducting assessments and writing reports for MHPSS programmes;
- c. Proficiency in data analysis and interpretation using various statistical packages such as Stata or SPSS;
- d. Knowledge / experience in conducting MHPSS mapping exercises;
- e. Knowledge / experience in analyzing qualitative and quantitative data;
- f. Experience in liaising with governmental authorities, other international/national institutions and bodies.
- g. Previous working experience in the West African region or Nigeria desirable.
- h. Proven ability to write concise reports in English and facilitation skills highly desirable
- i. Excellent Microsoft Word skills and ability to take notes/drafts and produce high-quality written reports.
- j. Motivated, committed, responsible, and able to work independently with limited direct supervision;

Languages

Fluency in **English**; knowledge of the South West and South-Eastern Nigeria language is a distinct advantage.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Others

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Women with the above qualifications are encouraged to apply

How to apply:

Interested and qualified candidates should submit their applications in the form of a proposal, specifying a detail methodology and work plan, together with a cover Letter, not more than one page specifying the motivation for application. Applications are to be sent to the **Human Resources, International Organization for Migration (IOM)** with a subject line **CFCV2018/130 Lagos. Consultant (MHPSS Stakeholder Mapping)** via e-mail to **HRNIGERIA@IOM.INT**.

Submission of proposals should be in the following manner:

- a. Each Proposal should be developed in accordance with the listed program structure provided above.
- b. Each proposal shall incorporate a detailed methodology, including background and context.
- c. Provide detailed financial costs, mentioning unit costs and rates.
- d. Each proposal should contain an organizational/professional profile and a portfolio of previous work done in similar field for similar organizations.

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).

Posting period:

From 27.11.2018 to 09.12.2018