



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

## **TERMS OF REFERENCE**

### **Consultancy on Mental Health and Psychosocial Support Community Response Plan**

#### **Context:**

Nigeria remains a country of origin, transit, and destination country for trafficking in persons and smuggling of migrants. Driven by the demand for cheap labour and commercial sex, trafficking and smuggling networks across borders and within the country capitalize on economic, social, and political vulnerabilities to lure and exploit their victims. Since April 2017, through the Assisted Voluntary Return and Reintegration programme and in coordination with the Federal Government of Nigeria IOM has facilitated the voluntary return of over 2000 Nigerians stranded in Libya, Niger, Mali as well as European countries. Aside from these factors, the recent outbreak and spread of the coronavirus (COVID-19) has further created an additional impact on irregular migration trends, with thousands of migrants currently still stranded in Libya, Niger, Mali as well as the Middle East, including Lebanon and Oman. IOM continues to work with Federal Government of Nigeria to strengthen migration management through capacity-building, advisory services, and technical assistance on migration matters, including migration health and information, assisted voluntary returns, and counter-trafficking. Strong collaboration has been established with national migration stakeholders to enhance border management, fight trafficking in persons, reduce irregular migration and mainstream migration in the country's development plans.

Reintegration of returned migrant into their community of origin could be a tough process as returnees struggle with challenges related to economic, social, and psychological changes, these includes limited employment opportunity, housing, absence of institutional finance and social safety nets, acceptance by family/community and stigmatization. These stressors further exacerbate psychological conditions of returnees already grappling with distressing experiences of gross human rights violations including torture, modern slavery, sexual violence, forced labour, detention, and exploitation by their captors and traffickers.

Community-based psychosocial approach is considered crucial to promote psychosocial recovery and wellbeing for the returnees. It aims to include returnees into social support systems within the community by fostering mutual understanding and acceptance and limiting stigmatization of returning migrants. The activities benefit returnees by giving them the social links and support for their empowerment. In view of this, IOM seek to engage a consultant to adapt guideline from the existing guideline on community based psychosocial support emergency and displacement into return and reintegration context.

#### **This consultancy will contribute to:**

The International Organization for Migration (IOM) and the Ministry of Foreign Affairs of the Netherlands launched the Cooperation on Migration and Partnerships for Sustainable Solutions initiative (COMPASS) at the beginning of 2021. COMPASS is a global initiative designed to protect people on the move, combat human trafficking and smuggling, and support dignified return and promote sustainable reintegration. The initiative is centered on a whole-of-society approach, which, in addition to assisting individuals, will work across all level's households, communities, and the wider communities– and encompasses the following partner countries: Nigeria, Afghanistan, Chad, Egypt, Ethiopia, Iraq, Lebanon, Libya, Mali, Morocco, Niger, and Tunisia



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

The Nigeria component is aimed at strengthening the capacity of state and non-state actors in Lagos, Edo, and Delta states to provide sustainable reintegration support to returned migrants, including vulnerable groups. Over a period of 36 months, the overall objective of the project is to contribute to protection and assistance of people on the move and reduce irregular migration trends.

The initiative has a strong learning component, designed to increase knowledge and the uptake of lessons learned, both within the programme and beyond its parameters. COMPASS will actively contribute to global knowledge that supports countries in managing migration flows and protecting vulnerable migrants such as victims of trafficking. The COMPASS project will contribute to following three broad outcomes:

- Migrants and their families are protected, assisted and empowered to pursue sustainable resolution of vulnerability and reintegration.
- Evidence-based, community-level programming aimed at preventing unsafe and irregular migration and improving sustainable reintegration outcomes is implemented in target communities of origin and return.
- A conducive environment for migrant protection, combating trafficking and smuggling, and promoting safe and dignified return and sustainable reintegration is enabled.

### **Objectives of consultancy**

The main objectives of the assignment are to carrying out the following below:

- Conduct MHPSS needs assessment and resources mapping in return and reintegration context
- Conduct and map out awareness raising activities in the priority areas and how it can be linked to MHPSS
- Conduct feasibility studies of MHPSS interventions in Edo and Delta state
- Design all-encompassing MHPSS community response plan

### **Methodology and scope of work**

The service provider will undertake the following project activities in strict accordance with below responsibilities as outlined below:

#### **a. Conduct a Need Assessment**

Undertake field visits to conduct need assessment in communities, states prone to irregular migration.

- Conduct visits to identified communities to get their buy-in into existing Community based Psychosocial approaches.
- Conduct assessment of existing services, capacities and resources, and needs assessment, are complementary exercises.
- Conduct an assessment of community-based awareness raising interventions in communities of high return including lessons learnt



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

- Assessment should also focus to identify myths, community approaches to resolve mental health concerns and treatment
- Assessment should also focus on the presence or absence of traditional approach to MHPSS in the communities and possibility to introduce or adapt new activities.
- Analyse community needs

#### **b. Feasibility Studies**

Review recent Mental health mapping assessment, and other assessments conducted by IOM and other stakeholders in Nigeria including integrating awareness raising on mental health

- Carry out feasibility studies to assess the below core areas.

Acceptability, Demand, Implementation, Practicality, adaptation, integration, Expansion and Limited-efficacy testing.

#### **c. Design all-encompassing community response plan.**

- Development of a full implementation plan of identified community Based MHPSS and awareness raising intervention
- Develop an implementation workplan and strategy
- Development of guidelines, written procedures, or steps in the implementation of CBR (Community Based Reintegration) projects.
- Draft an implementation budget for the identified response plans
- Develop a comprehensive monitoring and evaluation plan

#### **d. Report.**

- Submit a detailed report that will include the following in addition to the above-mentioned points

#### **Required Qualifications and Experience:**

##### **The criteria for selecting the consultant are:**

- Consultant must be an accredited consultancy firm, Agency or Individual with Seven (7) years' experience in Research, Community development etc.
- Familiarity with migration management, migration, Reintegration etc.
- Must have quality knowledge and understanding on Mental Health and psychosocial support based on the Inter-Agency Standing Committee (IASC) guideline approach.
- Previous experiences in developing practical community-based modules and or manuals
- Previous experiences in providing mental health and psychosocial support for individual and community
- Excellent experience working with diverse stakeholders (Traditional Leaders, Government, CSOs (Civil Society Organizations), community groups etc.)



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

- Ability to conceptualize and integrate diverse views from government authorities, stakeholders, and the broader community to achieve desired objectives.
- Proven ability to develop concise workplan and meet deadlines.
- Strong analytical skills as well as fluent and effective spoken and written English.
- Motivated, committed, responsible, and able to work independently with limited direct supervision

<b>Selection Criteria</b>	<b>Point</b>
5 years' experience in Research, Community development in focus in Mental Health and Psychosocial support (MHPSS) services.	<b>10</b>
Must have been in operation for at least two years in similar area of expertise	<b>5</b>
Must be registered and licenced to operate in Nigeria and registered with the relevant state agencies, with preference given to those who operate the following states: Delta and Edo.	<b>5</b>
Familiarity with migration management, migration, reintegration and detailed with the Mental Health or Psychosocial Support rehabilitation needs and interventions.	<b>5</b>
Ability to train, write and produce narrative and financial reports	<b>5</b>
Experience in developing modules with proven evidence	<b>5</b>
Excellent experience working with diverse stakeholders	<b>5</b>
Financial strength shown by audited report/ financial report	<b>5</b>
Management team composition with a proven record of accomplishment, including organogram.	<b>5</b>

### **Languages**

Consultancy reporting language is English; However, Ability to speak local languages to engage community members is an added advantage.

### **Required Competencies**

#### **Values**

- Inclusion and respect for diversity; respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

- Integrity and transparency: maintain 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.

#### **Timeframe of Assignment**

The assignment is expected to take 30 working days, within a time of three (3) months from the date of signing the contract. Planned start date is 22 December 2021

<b>Specific task</b>	<b>Deliverable</b>	<b>Timeline (working days)</b>
Inception report to establish methodology and work plan, schedule of community meeting with key stakeholders	Work plan including timeline and meeting dates	5
Community meeting with key stakeholders	Need assessment and MHPSS mapping result	5
Feasibility studies	Analysis result	5
Design community response plan	Response plan draft	5
Final report	Final report and evaluation	10

#### **Remuneration**

The consultant's payment shall be based on the financial proposal approved by IOM. Payment will be issued in percentages upon submission of the deliverables stated above within the deadline period. During the specified period, the consultant will be paid based on agreed rates. The total fee for each product will be determined based on estimated scope of work at the agreed rates. Selected individual will be engaged based on agreed rates.

Payment tranches.

First payment of 30% to be made upon submission of the approved inception report including workplan and schedule of trainings and approval of the draft curriculum.



---

IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

Second payment of 30% to be made upon completion of training for relevant actors and conducting sessions for returned migrants.

Final payment of 40% to be made upon submission of accepted final report and evaluation.

**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 are encouraged to apply.

#### **METHOD OF APPLICATION**

IOM invites experienced and interested private firms to submit an expression of interest along with a cover letter in support of their application addressed to IOM Lagos via email [IOMLagosTender@iom.int](mailto:IOMLagosTender@iom.int) **OR** via hard copy to **IOM Lagos Office at No.1 Isaac John Street, Ikeja GRA, Lagos, Nigeria** before 1<sup>st</sup> December 2021.