



TERM OF REFERENCE (ToR) FOR THE RECRUITMENT OF INTERNATIONAL CONSULTANT (IC)

GENERAL INFORMATION

Services/Work Description:	Mental Health Psychosocial Support Services
Project/Program Title:	Promoting peace and social cohesion through provision of mental health services and psychosocial well-being of SGBV survivors in The Gambia (post- TRRC)
Post Title:	International Consultant
Level:	Level B (Specialist)
Duty Station:	UNDP Gambia Country Office
Expected Places of Travel:	In-country travel
Duration:	6 months
Expected Start Date:	As soon as possible/Upon signing of contract

I. BACKGROUND

The Gambia has had a successful transition from 22 years of authoritarian rule to an embryonic democratic dispensation. Under the previous regime, serious human rights violations were committed, and justice institutions were systematically manipulated to preserve the regime in power. Justice delivery has been slow and there has been a deficit in access to justice for the population, as well as very limited state support mechanisms or legal aid services available for victims, and defendants. To consolidate democratic governance in The Gambia, the Government in its 2018-2021 National Development Plan (NDP) identified governance as a key priority for reform to assure the durability of peace, transitional justice, and reconciliation. The new administration embarked on several reform initiatives including national reconciliation, constitutional review, and security sector reform.

In December 2017, The Gambia's Truth, Reconciliation and Reparations Commission was established by an Act of the National Assembly to investigate and establish an impartial historical record of human rights violations that occurred in The Gambia between July 1994 and January 2017 under former President Yahya Jammeh's rule, grant interim reparations to victims of abuses, recommend persons for prosecution and amnesty, and promote national reconciliation. The TRRC concluded its work and submitted its Final Report to the President in November 2021. Public, particularly victims', expectations remain high that the final recommendations of the TRRC address their needs and will be implemented by the Government in a timely and comprehensive manner, to achieve justice, including gender-justice, promote national reconciliation and sustainable peace in The Gambia.

Sexual and gender-based violence (SGBV) was a reoccurring theme of the public hearings of the Truth, Reconciliation and Reparations Commission (TRRC). Dozens of survivors, which included both men and women, publicly testified about SGBV they encountered, from forced nudity and abortion, to molestation, sexual assault, and rape. SGBV is one of the most traumatic and pervasive, yet common life threatening and protection issues that human beings suffer, which can often affect survivors in several ways, including depression and Post-Traumatic Stress Disorder (PTSD). Horrifically, some of the most disturbing incidents

United Nations Development Programme



examined by the TRRC over its 892 days of public hearings include systematic, state sanctioned sexual exploitation, violence, and rape of young women, and sexualized torture of men.

The main goal of this Project is to, therefore, contribute to peacebuilding and social cohesion through reduce the short- and long-lasting effects of SGBV on the mental health and psychosocial wellbeing of survivors, their families, and communities. The Project's interventions center first and foremost on the promotion and protection of the mental health and psychosocial wellbeing of SGBV survivors through the provision of services, community engagement, knowledge sharing and learning, as well as strengthening local and national institutional efforts and capacities to continuously address SGBV and promote mental health in The Gambia.

The Project is timely and has been designed to respond to what will be a critical feature of the post-TRRC context in which it would be implemented, namely, the integration of Mental Health and Psychosocial Support Services (MHPSS) in the justice sector, as a means of ensuring that SGBV survivors can mitigate against the stress and other potentially negative effects of court hearings and other interactions with justice sector officials.

II. SCOPE OF THE WORK

The UNDP Country Office is seeking a Consultant to provide technical assistance and quality assurance of Mental Health and Psychosocial Support Services (MHPSS) during the implementation of the project.

The primary responsibility of the Consultant will be to engage with partners and stakeholders to support the implementation of activities for the achievement of the following outputs:

- **Output 1.1:** Key institutions, structures and platforms and stakeholder's capacities strengthened to promote mental health, provision of quality and comprehensive GBV and psychosocial services for the survivors.
- **Output 1.2:** Capacity of multidisciplinary service providers that deal with cases of SGBV are strengthened to provide coordinated services and promote and protect the mental health and psychosocial needs of SGBV survivors.
- **Output 1.3:** The livelihoods of selected SGBV survivors and communities are supported to promote resilience and improve wellbeing.
- **Output 2.1:** Local peace structures to increase access to mental health and psychosocial support for SGBV survivors are enhanced.
- **Output 2.2:** Local peace structures have adequate capacities to incorporate MHPSS into peacebuilding initiatives.

III. EXPECTED OUTPUTS AND DELIVERABLES

No.	Deliverables / Outputs	Estimated Duration to Complete	Review and Approvals Required
1	Provide technical support and training for Government departments, the NHRC, CSOs (including media) and community structures (including community police), as well as any other project sub-grantee or responsible party to advocate against, monitor and report SGBV	6 months	Head of Governance
2	Develop training material on the impact on the mental health of survivors, children, and communities, to reduce stigma and promote community-based approaches to psychosocial support	1 month	Head of Governance

United Nations Development Programme



3	Research and training of local peace structures on the impact of trauma, SGBV on community cohesions, including training of informal actors (community leaders) providing MHPSS	3 months	Head of Governance
4	Support the implementation of community-based initiatives by project sub-grantees or responsible parties (with particular focus on those spearheaded by women) that seek to restore relationships and the social fabric that binds and supports people within their communities as a means of ending cycles of violence	2 months	Head of Governance

IV. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

The Consultant is expected to work with other consultants supporting the post-TRRC project, as well as UNDP staff and interns in the Governance Unit. The Consultant will report to the Head of Governance and partake in regular Governance Unit meetings.

V. LOGISTICS AND ADMINISTRATIVE SUPPORT TO PROSPECT IC

UNDP will provide office space for the Consultant to hold meetings with partners if required, as well as cater for the organization of workshops and monitoring visits within The Gambia. No other logistic or administrative support will be provided by UNDP to complete the assignment.

VI. DURATION OF THE WORK

The duration of the assignment is 6 months, to commence as soon as contract is signed, on a full-time basis (ideally from June to December 2022).

VII. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR (IC)**a. Academic Qualifications:**

Advanced university degree in Psychology, Development Studies, Public Policy, or in a related discipline. A degree or certificate in Mental Health and Psychosocial Support is desirable. Advanced university degree in psychology, psychiatry, social work or related field with a valid license to practice in country of residency.

b. Years of experience:

- Minimum 5 years of progressively relevant Mental Health and Psychosocial Support Services experience at the national or international level in policy dialogue, coordination, formation and advocacy, that combines research and practice
- Minimum of 5 years' experience in the provision of MHPSS interventions, in humanitarian settings is desirable
- Knowledge and experience using the IASC guidelines on MHPSS
- Experience providing training and capacity building on MHPSS and related topics
- Leadership experience in managing people and processes in a politically sensitive environment
- Experience in working and developing partnerships with governments, relevant experts, international organisations, civic society organisations, assistance agencies and donors

United Nations Development Programme



- Previous experience in Mental Health and Psychosocial Support or working for a UNDP project on Mental Health and Psychosocial Support is desirable

c. Competencies:

Advocacy/Advancing A Policy-Oriented Agenda

Influencing the public policy agenda

Builds consensus concerning UNDP's strategic agenda with partners on joint initiatives

Dialogues with national counterparts and other stakeholders to strengthen advocacy efforts, incorporating country, regional and global perspective

Results-Based Programme Development and Management

Achieving results through programme design and innovative resourcing strategies

Identifies country needs and strategies using a fact-based approach

Makes use of a variety of resources within UNDP to achieve results, such as cross-functional teams, secondments and developmental assignments, and collaborative funding approaches

Ensures the full implementation of country programme and Financial Resources to obtain results

Building Strategic Partnerships

Makes effective use of UNDP's resources and comparative advantage to strengthen partnerships

Creates networks and promotes initiatives with partner organizations

d. Language and other skills:

- Excellent knowledge of English, including the ability to set out a coherent argument in presentations and group interactions and write reports
- Capacity to communicate fluently with different stakeholders (civil society, government authorities, local communities, project staff) and
- Computer skills: full command of Microsoft applications (word, excel, PowerPoint) and common internet applications will be required

e. Compliance of the UN Core Values:

- Demonstrates integrity by modelling the UN's values and ethical standards
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

Important Note:

The Consultant is required to have the following professional and technical qualifications. Only the applicants who hold these qualifications will be shortlisted and contacted.

VIII. CRITERIA FOR SELECTING THE BEST OFFER

Upon the advertisement of the Procurement Notice, qualified Consultant is expected to submit:

- A Cover letter
- A Technical Proposal, including CV, and details of experience required and desirable for this Consultancy
- A Financial Proposal

Accordingly, applicants will be evaluated based on Cumulative Analysis as per the following scenario:

- Responsive/compliant/acceptable, and
- Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation. In this regard, the respective weight of the proposals are:

United Nations Development Programme



- a. Technical Criteria weight is **70%**
- b. Financial Criteria weight is **30%**

Criteria	Weight	Max. Point
Technical Competence (based on CV and supporting documents)	70%	70
▪ Criteria a. Academic qualifications		20
▪ Criteria b. Experience		25
▪ Criteria c. Technical proposal/proposed methodology to accelerate delivery of the project		25
Financial (Lower Offer/Offer*100)	30%	30
Total Score	Technical Score * 70% + Financial Score * 30%	

IX. PAYMENT MILESTONES AND AUTHORITY

The Consultant shall receive his/her service fees upon certification of the completed tasks satisfactorily, as per the following payment schedule:

Deliverables or Documents to be Delivered	Approval should be obtained	Percentage of Payment
Submission of at least 2 training materials on the impact of SGBV on the mental health of survivors, children, and communities	DRR	25%
2 ToRs produced on Research and training of local peace structures on the impact of SGBV on community cohesions, including training of informal actors (community leaders) providing MHPSS	DRR	25%
Development of concept note, programme and final activity report for at least, 2 women-driven community-based initiatives on social cohesion	DRR	25%
Final consultancy report, including report on technical support provided to Government departments, the NHRC, CSOs (including media) and community structures (including community police) to advocate against, monitor and report SGBV	DRR	25%

XI. CONFIDENTIALITY AND PROPRIETARY INTERESTS

United Nations Development Programme



- The Consultant shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to UNDP without prior written consent. Proprietary interests on all materials and documents prepared by the Consultant under the assignment shall become and remain properties of UNDP.

This TOR is approved by:

Signature:

DocuSigned by:
Ida Persson
43C0B57BF46E423...

Name and Designation: Ida Persson, Programme Specialist, Governance

Date of Signing: 05-Jun-2022