



TERMS OF REFERENCE (TOR)

This TOR is prepared to contract a professional service provider to provide MHPSS capacity building on Integrative ADAPT Therapy (IAT) training and certification for humanitarian actors and local mental health professionals in Myanmar.

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| Assignment | Capacity building of the MHPSS professionals and humanitarian workers on Integrative ADAPT Therapy (IAT) |
| Location | Myanmar |
| Duration | February 2022 - December 2022 |
| Payment | Payment to be made according to deliverables specified in the ToR |
| Estimated start date | 15 February 2022 |
| End date | 31 December 2022 |
| Reporting to | UNFPA Gender Equality/GBV Programme Specialist for contract management, UNFPA MHPSS Programme Specialist for technical supervision |

Background

UNFPA Myanmar conducted two 3-day IAT skill-based trainings in June and August 2021 with 50 trainees from NGOs, and civil society organizations working with affected communities in Myanmar. The blended model of delivery combining digital and face-to-face sessions proved to be an efficient approach to disseminating evidence-based MHPSS-Integrative Adapt Therapy for crisis-affected communities during the COVID-19 pandemic across Myanmar. As a result, 230 sessions have been delivered to 72 clients (as of 17 November 2021) by IAT trainees under the supervision of clinical psychologists and IAT master trainers across ethnically diverse communities in Myanmar.

Considering the higher demand for MHPSS with the current COVID-19 escalation and political crisis in Myanmar, people need more mental health support. Therefore, UNFPA plans to continue investing in capacity building on MHPSS to increase the MHPSS workforce. Based on the successful implementation for IAT training in 2021, UNFPA will train more people on IAT and also organize IAT advanced training for those qualified from the 2021 participants. In this regard, UNFPA will organize 2 more batches of IAT training in 2022, and 1 batch of IAT Master Training.

Programme Description

UNFPA's Women and Girl's First Programme (WGF) is a large multi-year, multi-donor initiative, that provides knowledge and technical leadership in partnership with civil society organizations and a wide range of national stakeholders to advance: gender equality, improving sexual and reproductive health and rights (SRHR) services, responding to and preventing gender-based violence (GBV) and integrating of Mental Health and Psychosocial Support (MHPSS).

The first phase of UNFPA Myanmar's WGF Programme (2016 -2019) has addressed the empowerment of the most vulnerable women and girls through pioneering integrated sexual and reproductive health and rights (SRHR) and gender-based violence (GBV) response and prevention services. Working across the humanitarian, development and peace-building nexus in selected ethnic conflict-affected states of Myanmar, the programme was launched in December 2015 and has been implemented at central policy and field levels in collaboration with a range of government, United Nations and NGO implementing partners (IPs) in Rakhine, northern Shan, Kachin, Kayin and Mon States.

The design of the second phase of WGF Programme (2019 - 2022) is based on experiences and lessons learned by the WGF community of partners and documented in the independent mid-term evaluation conducted in 2017. WGF Phase II continues to strengthen health and social protection systems, expand access to an integrated package of SRHR and GBV services with a greater focus on mental health and psychosocial support (MHPSS). Activities engaging individuals including specific interventions for girls, young people and men will aim to improve coping strategies, promote positive social norms and non-violent behavior at home and in the community, while civil society organizations and platforms for women and youth will be supported to promote participation and decision-making.

Recognizing and addressing the issue of MHPSS service gap and limited availability of Mental Health professionals in Myanmar, UNFPA has initiated a series of capacity building initiatives to increase the number of MHPSS professionals who able to provide clinical services. As an immediate response to increase the availability of specialized MHPSS services, UNFPA plans to provide IAT Certification Training for front line workers and local MHPSS professionals.

Integrative ADAPT Therapy (IAT) is a theoretically guided (evidence based) approach based on the Adaptation and Development After Persecution and Trauma (ADAPT) model. IAT aims to strengthen the capacity of humanitarian workers/mental health providers in providing specialized services for common mental disorder, including but not limited to depression, anxiety, PTSD (Post Traumatic Stress Disorder), and adjustment problems. Evidence shows that IAT is an effective treatment for improving mental health, adaptive stress, and resilience amongst refugees and displaced people.

Objective

Under this service contract, the service provider is expected to train and certify local practitioners and humanitarian workers on Integrative ADAPT Therapy (IAT) intervention. The proposed project activities will focus on training, supervision, and certification of trainees selected by UNFPA. This will not only contribute to alleviation of the strain the pandemic has placed on the local health system, but also to the longer-term MHPSS system strengthening by delivering MHPSS interventions that have proven to improve mental health and build resilience in the most vulnerable populations.

Target Location

This project will train MHPSS professionals including (but not limited to) psychologists, psychiatrists, nurses, community health workers, social workers, case managers, and general practitioners on IAT. The trainees will be identified through Expression of Interests (EOIs) advertised by UNFPA.

Methodology

The service provider is requested to propose a methodology for IAT certification training. Due to COVID-19 situation, training will be delivered through online platform. However, it should allow the participants to have two-way interactions with the trainers, facilitate practical exercises, such as role-play, group discussions, and followed by mentoring and supervision.

Deliverables

1. A virtual IAT training delivered for 50 trainees selected from humanitarian workers from UNFPA partners, including MHPSS working group members.
2. Supervision and mentorship of 50 IAT trainees after the training.

3. A virtual IAT advanced training delivered for 20 trainees selected from humanitarian workers from participants who completed IAT training in 2021 and 2022.
4. Final report, including evaluation and recommendation.

Suggested Timeline

| Deliverables | Feb | Mar | April | May | Jun | Jul | Aug | Sep | Oct |
|---|-----|-----|-------|-----|-----|-----|-----|-----|-----|
| IAT Training Batch 3 | X | | | | | | | | |
| Mentoring & Supervision Batch 3 | X | X | X | | | | | | |
| Training Report Batch 3 | | | X | | | | | | |
| IAT Advanced-Training | | | X | | | | | | |
| Mentoring & Supervision Advanced-Training | | | X | X | X | | | | |
| Training Report Advanced IAT | | | | | X | | | | |
| IAT Training Batch 4 | | | | | | X | | | |
| Mentoring & Supervision Batch 4 | | | | | | X | X | X | |
| Final Report | | | | | | | | | X |

Inputs provided by UNFPA

1. Using UNFPA's extensive networks and contacts to solicit training participants.
2. Technical support if needed to make the training materials and content appropriate with Myanmar context.

Contingency planning in event of COVID-19 restrictions

The service provider should always follow the COVID-19 related guidelines and abide by the rules while carrying out the training, mentoring and supervision. The service provider should have a comprehensive contingency plan in place based on the regulations arising from COVID-19. Given the current COVID-19 situation in Myanmar, UNFPA will regularly discuss with the service provider regarding the implementation to identify possible challenges and discuss how to address these issues.

Skills and Experiences required

The service provider should have an excellent understanding of MHPSS issues in Myanmar and experience in providing MHPSS capacity building with skill-based approach, especially experience in IAT training and certification. The team should have experiences working on clinical psychology, adopting the complex clinical terms into something simple and easy to be digested by trainees with little mental health background. It will be a great advantage if the team has an experience in conducting IAT training with Myanmar communities. It will also be an added value if the service providers has an experience to integrate MHPSS approach into the wider programmes, including but not limited to health, protection/gender based violence, and gender issues, both in development and humanitarian contexts.

Qualifications and Requirements

The service provider must offer the following demonstrated experience, knowledge, and competencies:

- Significant knowledge and experience in mental health and psychosocial support (MHPSS), clinical psychology, especially in providing Integrative ADAPT Therapy (IAT) either or both in humanitarian and development context
- Strong training, coaching, mentoring and supervision experiences
- Previous engagement with the UN system is highly preferred

- Proven records of close working relationships with the government, INGO, NGO, and CSO partners on MHPSS programming
- Solid understanding of gender, gender-based violence, and sexual and reproductive health issues as an additional asset
- Language skills in English and Burmese
- Excellent communication skills

The suitable consulting firm will have to fulfil the following requirements:

1. Capacity in human resources:

- One programme coordinator/programme manager
- At least two to three clinical psychologist who will be able to facilitate training and provide supervision/mentoring
- At least one Myanmar-speaking clinical supervisor

2. Equipment and logistics:

- Online platform to conduct/facilitate training and supervision/mentoring in English/Myanmar

3. Qualifications and specialized knowledge/experience required:

- Specialized knowledge in mental health and psychosocial support (MHPSS) and clinical psychology supported by academic degree
- Proven experience of providing Integrative ADAPT Therapy (IAT) either or both in humanitarian and development context
- Strong training, coaching, mentoring and supervision experiences
- Proven records of close working relationships with the government, INGO, NGO, and CSO partners on MHPSS programming
- Language skills both in English and Myanmar

4. Mandatory Qualifications - required in order to be evaluated.

The institution should have the following staff and profile:

- At least one Project Manager/Coordinator with 5 years' proven of relevant experience in MHPSS clinical services, programming and capacity building
- At least one team member in the firm with advanced Degree in clinical psychology with at least 5 years of valuable experience in MHPSS clinical services, programming and capacity building
- At least one team member in the firm with bilingual skills in English and Myanmar

Applications

Applicants need to submit the following documents:

- a. Letter of Confirmation of Interest and description of project activities.
- b. Personal CV of all the team members, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.
- c. Financial Proposal that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs.

Contractual Management

- For all contractual issues, the consulting firm shall report to UNFPA. For technical issues, the consulting firm staff shall work directly with UNFPA Gender Equality/GBV Programme Specialist and MHPSS Specialist.

All deliverables shall be approved by UNFPA Gender Equality/GBV Programme Specialist to be considered final.

- The consulting firm shall not make use of any unpublished or confidential information, made known while performing duties under the terms of this agreement, without written authorization from UNFPA. The products of this assignment will not be a property of the consulting firm and cannot be shared without the permission of UNFPA.
- The contracted consulting firm shall abide by and be governed by UNFPA Procedure on Ethical Standards in its duties
- All materials developed by the institution will remain the copyright of UNFPA, who will be free to adapt and modify the materials for future use.

Prepared by



Adib Asrori

MHPSS Programme Specialist

27 January 2022

Reviewed by



Eri Taniguchi

Gender/GBV Programme Specialist

27 January 2022

Approved by



Ramanathan Balakrishnan

UNFPA Representative for Myanmar

27 January 2022