

# CARE INTERNATIONAL ROSTER FOR EMERGENCY DEPLOYMENT (CI RED)

## TERMS OF REFERENCE – PSYCHO-SOCIAL

### Purpose / Role

To appraise the needs for psycho-social interventions in the Country of operation. In support of the Country Office and the RED Team, S/he will play a lead role in conducting specialist needs assessment and advising on the strategic direction of this intervention/sector. S/he will closely co-ordinate with the Country Office to ensure the interventions fall within the overall program strategy of the Country Office. Where no CARE Country Office exists, program interventions should comply with the overall CEG/CARE International intervention strategy.

### Responsibilities and Tasks

#### 1. Gain a comprehensive understanding of the operating environment

- Review background information of the respective Country and the impact of the disaster/crisis.
- Review background information of the Country Office, e.g. program strategy and solicit feedback and input from CARE Country Office senior staff-members to ensure intervention strategy falls within the Country Office Program Strategy.

#### 2. Holistic psycho-social intervention appraisal / needs assessment with special emphasis on women and children

- Conduct psycho-social needs assessment in the “Area of Responsibility” (AOR) in a holistic manner and with regards to multilayered psychosocial /mental health needs.
- Identify existing coping mechanisms of the affected population.
- In all activities ensure maximum participation of the affected population.
- Ensure analysis and intervention strategy addresses the needs of the vulnerable groups and is culturally appropriate by getting input from local representatives, school teachers, local authorities and other community representatives and members.

#### 3. Assess response capacities

- Assess the response capacities of other agencies (UN, NGOs, local actors, etc) with regard to psycho-social interventions and identify intervention niches for CARE and promote maximum cooperation with other actors
- Identify credible partners on ground (local partners, INGOs) who would compliment CARE’s psycho-social intervention and initiate positive working relationships with local counter-parts.
- Liaise with agencies/institutions, local authorities to ensure support for CARE’s intervention and promote inter-agency co-operation.

#### 4. Co-ordination with Country Office and RED Team

- Pro-actively solicits technical input from Country Office staff and RED Team members to ensure effective and efficient program delivery.

#### 5. Consolidate assessment

- Prepare an in-depth written report in English. The in-depth report should entail but not be limited to: collated assessment data, analysis of the findings, appropriate intervention methodology ensuring a holistic approach (cultural, social, economic, and political), recommendations intervention should fall within the framework of the Country Office Program Strategy, preparation of an indicative budget. The report should give consideration to the eventual time lapse until project development and implementation.
- If requested by CARE, follow-up assessment with a psycho-social project development paper (proposal).

### Key Internal Contacts

RED Team leader, CARE Country Office Director and Assistant Country Director-Program, Country Office Emergency Co-coordinator, CARE Austria Advisor for Psychosocial Programs, CARE international psycho-social focal point.

### Key External Contacts

Liaison with international and local actors operating in psycho-social, mental health or similar fields.

## Reporting lines

Reports to the RED Team Leader

## Selection Criteria

### Core Competencies

- People Skills: Ability to work independently and as a team player who demonstrates leadership and is able to support and train local and international staff and also able to work with disaster affected communities in a sensitive and participatory manner.
- Communication Skills: Well developed written and oral communication skills. Able to communicate clearly and sensitively with internal and external stakeholders as a representative of CARE. This includes effective negotiation and representation skills.
- Integrity: Works with trustworthiness and integrity and has a clear commitment to CARE's core values and humanitarian principles.
- Resilience/Adaptability and flexibility: Ability to operate effectively under extreme circumstances including stress, high security risks and harsh living conditions. Works and lives with a flexible, adaptable and resilient manner.
- Awareness and sensitivity of self and others: Demonstrates awareness and sensitivity to gender and diversity. Have experience and the ability to live and work in diverse cultural contexts in a culturally appropriate manner. Has a capacity to make accurate self-assessment particularly in high stress and high security contexts.
- Work style: Is well planned and organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem solving skills.
- Knowledge and skills: knowledge of CARE policies and procedures, Sphere and the Red Cross/NGO Code of Conduct. Requires general finance, administration, information management and telecommunication skills and proficiency in information technology/ computer skills.
- 3 – 5 years humanitarian aid experience.
- Multiple language skills desirable.

### Technical Competencies required for this position

- Advanced Degree in Social Sciences or related field (e.g. psychology, social work)
- 3-5 years experience in direct psycho-social assistance to refugees, IDPs, affected communities including broad based knowledge in education, social protection. Cross-cultural working experience in the field of community based psychosocial support is desired.
- Demonstrated expertise in conducting participatory assessments and approaches.
- Ability to interact clearly and effectively with donors and other organizations.
- Excellent report writing skills and demonstrated abilities in program design.