MC20900
REGIONAL STAFF PSYCHOSOCIAL SUPPORT REFERENT

Level 12

Reports to (Hierarchical)
Medical Coordinators of the missions in the region

Reports to (Functional)
Regional medical referent – OC PSCU

Job Family
Medical & Paramedical

Main Purpose
As the primary focal point in his/her area of specialization, applying his expertise of staff support into field projects and providing strategical technical support to coordination and field teams in the countries in his/her region according to MSF policies, guidelines and procedures in order to develop a coherent staff psychosocial support strategy across the missions of the region.

Accountabilities
At the request of the coordination teams and based on the terms of reference established by its Medical Coordinators, conducting assessments of staff psychosocial needs in the countries of his/her region. Proactively developing and proposing overall field visit schedules and suggesting any relevant changes based on context evolution and projects teams needs

Participating in the definition of the most adapted staff support strategy for each mission in his/her region according to needs identified

Liaising with the PSCU in HQ, contributing in defining and improving the policies related to staff psychosocial support by providing feedback based on his/her experiences. Providing recommendations for staff health strategy, its implementation or improvement within MSF framework

Creating or adapting psychosocial support tools to the reality and culture of her/his geographic area

Providing regular technical support to the mission/project staff psychosocial support activity managers in her/his geographic area, with the help from the PSCU located in the HQ

- Monitoring the implementation of the staff psychosocial support strategy and activities for the countries of his/her region and conducting on at least an annual basis, an analysis of the project components related to her/his speciality
- Developing network and knowledge of local mental health actors in his/her geographical area (institutions, training centres, private and public MH specialists …. as relevant)
- Defining of training content related to staff psychosocial support and prevention and facilitating the sessions

- Implementing all new policies, procedures, tools, etc. regarding his/her area of expertise in the countries of his/her region
- Drafting visit reports and annual activity reports
- When requested, participating in emergency operations in her/his geographic area

Education

Master's Degree in Psychology

Experience

- Experience at international NGO field projects is required
- MSF experience is an asset
- Significant professional experience (at least 5 years) in clinical psychology and projects management
- Previous experience in staff care is essential (at least 2 years)
- Good command of project management, people management and training-related knowledge

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