MS21300
STAFF PSYCHOSOCIAL SUPPORT SUPERVISOR

Level 8

Reports to (Hierarchical)
Staff Psycho-social Support Activity Manager/ Staff Health Responsible/PMR

Reports to (Functional)
Staff Psycho-social Support Activity Manager/ PMR/Medco/PSCU OC

Job Family
Paramedical

Main Purpose
Participates in the planning, supervision and coordination of mental health / psycho-social support related activities for the staff of the project in accordance with MSF standards in order to provide the most appropriate MHPSS support to the staff.

Accountabilities
- Participates in the planning, organization and coordination of MHPSS strategy and activities for the support of the staff, in close collaboration with the Staff psychosocial support Activity Manager (if any at mission level) or PMR or staff health responsible.
- In close collaboration with project coordination teams (Fco, HR, PMR) and staff health responsible, participate in the identification and analysis of the stress factors linked to work of the staff and their needs of MHPS support (prevention and care).
- Carrying out psychoeducation sessions to raise awareness amongst staff about mental health and well being at work
- Providing individual psychological support to staff according to MSF protocols in order to improve their mental health condition
- Providing group psychosocial support to staff according to MSF protocols in order to improve their mental health condition
- Provide trainings to staff on various mental health topics relevant to increase understanding of staff psychosocial support needs
- Collaborating with other staff health profiles according to needs + informing on individual cases needing specialized care.
- Mapping the external Mental health resources for referral
- Refer staff to other professionals when needed in collaboration with staff health responsible: GP, psychotherapist, psychiatrist
- Ensuring that all staff information is kept confidential.
- Collecting and monitoring data about individual and group activities and reporting to staff psychosocial support activity manager/PMR/ staff health responsible
- When relevant, share global psychosocial issues of the staff with coordination team to request actions
- Take active part in trainings, supervisions/interventions with other staff support positions. Discuss difficulties and problems in counselling with supervisor.

If applicable:

- Supervise, in close coordination with the HR department, the associated processes (recruitment, training/induction, evaluation, potential detection, development and communication) of the staff under his/her responsibility in order to ensure both the sizing and the amount of knowledge required
- Supervise the daily activities performed by other staff psychosocial support positions if any, according to MSF protocols
- Offer clinical /technical supervision to staff psychologists/counsellors.

Education

Degree in Psychology or Clinical Social Work (Master's Degree Level)

Experience

- Essential: Working experience of at least two years as psychologist or other similar profession.
- Desirable: Experience in staff support
- Desirable: Working experience with MSF or other NGOs
- Desirable: Working experience in developing countries

Languages

Local languages and mission language essential.

Competencies

- People Management
- Commitment
- Flexibility
- Results
- Teamwork

Generated at 2026-11-03 03:00:18 +0000

© 2026 MSF International