



MHPSS Supervisor / Trainer – Ukraine

(Mental Health and Psychological Support
Services Trainer/Supervisor)

Candidate Information Pack

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Introduction



This is an exciting time to join UK-Med. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time. The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we work together to:

- **Respond** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn** and share learning worldwide through our academic partners, ensuring patients get the best care.

This is a pivotal time in our history to join UK-Med. At the end of February 2022, we received the first of many calls asking for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 10,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crisis and can also respond to any crisis, anywhere in the world, under our own banner.

We are very excited about our plans and hope you will join us on this extraordinary journey.

David Wightwick

UK-Med Chief Executive Officer

Advert

Role:	MHPSS Supervisor / Trainer
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Remuneration:	£3150 GBP to £3300 GBP per month (dependent on experience)
Duration:	3 months initially – ideally open to longer period.
Location:	Ukraine

This role is part of our Ukraine Programme and will be carried out within Ukraine

Applicants must have an existing right to enter Schengen Zone countries in order to transit to Ukraine e.g. citizenship/residence of a Schengen Zone country, or an ETIAS eligible country (<https://www.etiasvisa.com/etias-requirements>).

Are you an experienced Mental Health and Psychological Support Services (MHPSS) Supervisor and Trainer that can provide support according to UK-Med's mission humanitarian standards to improve the patients Mental Health?

UK-Med is a frontline medical aid charity. Born of the NHS, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit.

We are looking for an experienced Mental Health and Psychological Support Services Supervisor/Trainer to provide psychological support to patients according to UK-Med mission standards and humanitarian standards to improve the patients' mental health.

You will support the development and delivery of MHPSS training plans to strengthen staff and local population competencies and capacity to better assist people affected by conflict.

You will participate in the planning, coordination and supervision of mental health and psycho-social related services to provide appropriate mental health support to beneficiaries.

You will have a strong background in supporting the delivery of health programmes in complex emergencies by working closely with colleagues and in country partners.

You will have a positive and flexible problem-solving approach and be willing, able, and ready to deploy to support all UK-Med programmes and projects.

We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference.

How to apply

To apply, please submit a **current CV and a supporting letter** (no more than 2 pages) that includes a detailed explanation of your suitability for this post with **specific reference to the essential criteria** in the person specification.

Applications must be submitted through our [online jobs portal](#) no later than **Monday 6th of February 2023**.

UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.

UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.

About UK-Med

UK-Med (www.uk-med.org)

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe and complex there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to a range of countries and crises including Cape Verde, China, Gaza, Haiti, Bosnia and Herzegovina, Indonesia, Jordan, Kosovo, Pakistan, the Philippines, Sierra Leone and Bangladesh. Our teams have undertaken a range of work on deployment including general medical care, trauma and surgical care, outbreak response and training of local healthcare staff.

The UK EMT

The UK Emergency Medical Team (UK EMT) provides high quality emergency health care solutions in a range of humanitarian contexts on behalf of the UK Government. The programme is led by the Foreign, Commonwealth and Development Office (FCDO) and works under the guidelines of the WHO Classification and Minimum Standards for Medical Teams in sudden onset disasters. We recruit and train teams of UK-based clinicians, normally released for three weeks at a time by NHS employers. At any time, we have a team of sixty clinicians on call who are ready to respond to disasters anywhere in the world within twenty-four hours.

We can respond following earthquakes, cyclones, hurricanes, disease outbreaks or to other humanitarian contexts. Depending on the needs, we might deploy individual personnel, small clinical or advisory teams, self-sufficient primary care facilities or a field hospital including surgical team and inpatient facilities.

UK-Med Vision, Mission and Values

Our Vision

A world where everyone has the healthcare they need when crises or disasters hit.

Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities prepare for future crises.

We Value:

Excellence

We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do.

Determination

We have a can-do attitude and thrive on problem solving. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

Compassion

We care about people. The health and wellbeing of our patients and our people is central to everything we do.

Learning

We believe in knowledge-sharing and giving people the means to develop their capabilities. We value learning and continual growth.

Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to changes in need.

Job Description

Job Title	MHPSS Supervisor/Trainer
Reports to	MHPSS Manager
Duration	3 months initially – ideally open to longer period
Place of work	Ukraine

Purpose of role

- Provide psychological support to patients according to UK-Med mission to improve the patients' mental health.
- Support the development and delivery of MHPSS training plans to strengthen staff and local population competencies and capacity to better assist people affected by conflict.

Key responsibilities

1	Participate in the planning, organization, and coordination of Mental Health activities, in close collaboration with the MHPSS Manager and other medical team members, to ensure an efficient and effective implementation of the resources needed while maintaining high levels of quality in Mental Health activities.
2	Supervise the Mental Health team (psychologists/counsellors/CHW) and the daily activities according to protocols and standards to provide the most appropriate support for beneficiaries with psycho-social needs.
3	Oversee the administrative processes associated with Mental Health activities.
4	Coordinate activities of Mental Health services with other relevant actors and liaise with the counterparts on mental health matters and referral services.
5	Offer clinical supervision to mental health team members in collaboration with the MHPSS Manager. Provide regular opportunities for case discussions, on-job-training, team building and co-counselling sessions.
6	Evaluate mental health needs of patients and support the mental health team in establishing a diagnosis and a plan of treatment, to follow and refer patients to other medical services, as needed. Inform if any medical concerns arise related to patients' treatments.
7	Plan, prepare and deliver training (i.e., members of the mental health team, first line responders, local population (host/IDP) and other resourceful staff) whenever necessary to enhance the scope of MH activities for people affected by conflict. Working in close collaboration with translators to ensure appropriate terminology and behaviour during sessions, if needed.
8	Providing psychological support and psychotherapy sessions (individual, family, group) to patients, when requested
9	Always ensure patient's confidentiality and follow quality standard protocol

10	Inform and support the definition of MHPSS strategy for the country in collaboration with the MHPSS Manager.
11	Identify, report and support referral of any Protection, SGBV and/or psychiatric cases to existing support services.
12	Improve the clinical documentation and ensure accurate use of MHPSS clinical forms. Compile data and report MHPSS data on a regular basis to MHPSS Manager.
13	Perform any other tasks within his/her scope of role, as directed by the MHPSS Manager and according to the needs of the project.
14	Travel between the different fields in the country (West and East) according to the needs.
Training	
1	Evaluation of mental health needs of patients and establishing a diagnosis and a plan of treatment, to follow and refer patients to other medical services, as needed. Inform if any medical concerns arise related to patients' treatments.
2	Plan, prepare and assist in training delivery (i.e., first line responders, local population (host/IDP) and other resourceful staff) whenever necessary to enhance the scope of MH activities for people affected by conflict. Working in close collaboration with translators to ensure appropriate terminology and behaviour during sessions, if needed.
3	Providing psychological support and psychotherapy sessions (individual, family, group) to patients according to WHO/already established and validated protocols to improve their mental health conditions, when requested.
4	Identify and support referral of any Protection and/or SGBV cases to existing support services
5	Inform and support the definition of MHPSS strategy for the country in collaboration with Lead MedCo and Technical Lead at HQ level
6	Report MHPSS data on a regular basis to MHPSS Manager, as per request.
Safeguarding	
1	Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct.
2	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
1	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.
2	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
3	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.

4	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
5	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context
6	Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med.
7	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.

Person Specification

MHPSS Supervisor/Trainer

Qualifications / Professional Memberships		
Q1	Qualification or equivalent experience in Psychology or Psychotherapy (5 Years Training)	Essential
Q2	Fully licensed (allow to practice in their country of residence), registered with a professional body)	Essential
Knowledge, Skills, and Experience		
S1	At least 5 years' experience as a (clinical) Psychologist/Psychotherapist.	Essential
S2	Strong understanding of humanitarian contexts and expected challenges, and a good understanding of typical mental health issues in conflict related environments and emergency settings.	Essential
S3	Experience in designing and implementing mental health activities in humanitarian settings	Desirable
S4	Experience in trauma-informed care	Essential
S5	Experience in providing clinical supervision (individual and group setting	Desirable
S6	Experience in delivering training for Emergency Mental Health (e.g., PFA, MHgap, etc) for different target groups.	Essential
S7	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in a simple way	Essential
S8	Experience in preparing training material, organizing, and facilitating training and capacity building.	Essential
S9	Fluency in spoken and written English	Essential
S10	Additional languages, especially Ukrainian and/or Russian	Desirable
S11	IT proficiency, including MS Word, MS Excel, Email systems	Essential
Personal Attributes		
1	Highest standards of integrity and professional conduct	Essential
2	Strong organisational and leadership skills, complemented by sound management abilities	Essential
3	Excellent interpersonal skills and team working skills	Essential
4	A positive and flexible problem-solving approach	Essential

5	Excellent time and task management skills with the ability to balance a full and dynamic workload.	Essential
6	Willingness and ability to pass clearance checks and undertake overseas travel and deploy to humanitarian emergencies.	Essential
7	Excellent attention to detail around work planning and the use of systems with a strong commitment to quality control and standards.	Essential
8	Ability to work independently.	Essential
Practical requirements		
9	Ability to travel internationally to any of the UK-Med response including Ukraine and or to various field offices.	Essential
10	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential
11	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential

Key terms and benefits

Salary: £3150 GBP to £3300 GBP per month (dependent on experience)

Working hours: Full time, with some weekend and evening working required to support the humanitarian programme delivery

Annual Leave: 33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be

Safeguarding: To ensure the suitability for the role's work with both adults and children, and/or work within regulated environments (CAA, MRHA) an assessment of suitability for this work will be completed which will include DBS / police checks. For work in some countries or funded by some donors we will also run a comprehensive sanctions / suitable person check.

Health and medical Suitability for this work is a condition of employment. Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.

Professional Requirements: Registration with professional body

Term of contract: 3 months initially, ideally open to longer period.

UK-MED

Building a world
prepared to help