

## Terms of Reference

### CFS Psychologist

**Starting date:** August - September 2024

**Contract duration:** May, 2025

**Duty Station:** Ceadir Lunga, Comrat, Anenii-Noi, Chisinau, Criuleni

#### Background:

People in Need (PIN) is a Czech non-governmental organization that provides relief aid and development assistance while working to defend human rights and democratic freedom. It is one of the largest reliefs and development organizations in post-communist Europe and has administered projects in 37 countries over the past 30 years. See here for more information about PIN: [www.peopleinneed.net](http://www.peopleinneed.net).

From 2009 onwards, PIN has added development programmes to its work in Moldova, building a vision and practices that keep people and communities at the centre of our work. Throughout its presence in the country, PIN has been contributing to the development of the following sectors: Sustainable Livelihood and Environment, Social Inclusion and Protection, Good Governance.

#### Project Overview:

The war in Ukraine and social-economic crisis reduced children's boys and girls (6-17 years) access to formal, informal and non-formal education, while reducing social cohesion, exacerbating pre-existing barriers (as it increased their vulnerabilities) and forcing them to use risky coping mechanisms. The project will improve the lives of 170 vulnerable refugees from Ukraine, Roma, girls and other vulnerable children in schools to equitable education and social emotional wellbeing. This will be achieved by introducing innovative practices in non-formal and informal education to promote children's rights to access education while promoting social cohesion in those regions.

#### Scope of Work:

The main responsibility of the **Child-Friendly Space (CFS) Psychologist** is to provide, weekly, structured MHPSS group sessions for children (including children with special needs) using therapeutic techniques to improve psychosocial wellbeing of children, attending CFSes. He/she will work under the direct supervision of Protection Project Manager.

#### Main Tasks:

- Take full responsibility for organizing structured MHPSS group sessions with children, CFS beneficiaries, according to the agreed plan of action,
- Promote the participation of all children in CFS/PSS activities according to their needs, making sure they feel comfortable and safe at all times and ensuring that they are not exposed to any form of harm or stress during activities.
- Ensure safe and child friendly atmosphere during sessions,
- Ensure that Children feel comfortable, safe, and respected,
- Identify children in distress and cases that need individual service provision and report cases to supervisors,
- Understand and abide by the principles of the CFS and the established codes of conduct, child protection policies, and other relevant guidelines,
- Any other task as requested by the PIN CFS/Protection team.

#### Requirements and Qualifications:

- Bachelor or institute in psychology (obligatory),
- At least 2 years of relevant experience working with children (obligatory),
- Previous experience in CFS/PSS, in humanitarian settings will be considered as an advantage (desired),
- Previous experience in working with children with special needs will be considered as an advantage (desired),
- Previous experience in working with people with (PTSD) post-traumatic disorder will be considered as an advantage (desired).

#### **Interpersonal, Communication and Coordination Skills**

- Good interpersonal skills;
- Ability to work under pressure and remain calm despite setbacks;
- Ability to work independently and as part of a dynamic team;
- Patient and with ability to work with big groups;
- Capacity to prioritize, and communicate effectively;
- Good command of Russian language (mandatory);
- Good command of Romanian and/or Ukrainian language considered as an advantage (desired).

#### **How to apply:**

- Interested candidates must submit:
  - Cover Letter (in English);
  - Full CV (in English);
  - Contacts of three references.

#### **Evaluation Criteria:**

- Scoring table method will be used for identifying the candidate with the maximum score.
- Candidates gaining maximum score will be contacted for an on-line interview.

Criteria	Points	Max amount of points
<b>Skills/experience</b>		
Bachelor or Master degree in psychology obligatory	Bachelor – 5 points Masters – 10 points	15
At least 2 years of relevant experience working with children obligatory	2 years – 1 point Every additional year of relevant experience - 1 point	5
Previous experience in working with people with (PTSD) post-traumatic disorder desired	Yes – 4 points	4
-Good command of Russian obligatory -Good command of Romanian and/or Ukrainian language considered as an advantage	Yes - 2 points  Romanian – 2 points Ukrainian - 2 points	6
<b>Minimum score</b>		<b>8</b>
<b>Maximum total score</b>		<b>30</b>

**Remuneration:** Financial remuneration with all taxes included for one structured MHPSS group session with children is 750 MDL.

**Deadline:** 21/07/2024

*People in Need is committed to preventing any type of unwanted behaviour while performing professional responsibilities, including sexual harassment, exploitation and abuse, lack of integrity, and financial misconduct, and committed to promoting the welfare of children and adults with whom People in Need engages /is in contact with through its staff, members of PIN board of directors, volunteers, interns, consultants, visitors, people acting on behalf of PIN (further referred as a PIN staff) . People in Need expects all PIN staff to perform job duties and responsibilities in accordance with People in Need code of conduct and key policies (available at: <https://www.peopleinneed.net/key-policies-4142gp>). People in Need Staff will undertake the appropriate level of training. Any contractual liability will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks. We are committed to ensuring diversity (people from different social and ethnic backgrounds and of different genders, sexual orientations, etc.) within our organization and encourage interested candidates to apply.*