



Job Description:

Company: International Medical Corps.

Job Title: Self-Help Plus and Community Mental Health Module Trainer.

Contract type: Trainer.

Duty Station: Syria- Damascus (Main Office)

Number of Vacancies: 1

Application Closing Date: October 7 ,2026, 4:00PM.

Assignment Purpose:

The function is to provide Self-Help Plus and Community Mental Health Module training.

Key Tasks / Deliverables: Objective1:

Self-Help Plus (SH+) Trainer — Tasks and Responsibilities

- Deliver the SH+ Training of Facilitators workshop in accordance with the WHO SH+ Training Manual ensuring fidelity to the standardized 5-session, group-based stress management model
- Orient participants to the SH+ intervention framework, including its evidence base, target population, and relevance for adults experiencing psychosocial distress in adversity-affected settings (e.g., chronic poverty, gender-based violence, armed conflict, displacement)
- Guide participants through the core SH+ skills — grounding, unhooking, acting on values, and being kind — using the standardized illustrated guide ("Doing What Matters in Times of Stress") and accompanying audio materials
- Facilitate supervised practice sessions and peer role-plays to build participants' group facilitation competencies
- Assess facilitator readiness through structured observation, pre/post knowledge checks, and individualized feedback
- Brief participants on referral pathways and the stepped-care model, ensuring a functioning referral network is in place for cases requiring specialized support beyond SH+ scope
- Document training outcomes and submit a completion report with recommendations for post training supervision and coaching

Objective 2: Community Mental Health Module Trainer — Tasks and Responsibilities

2 of 15 HR-G-159.01 Guidelines & Minimum Standards to engage Non-Standard-Workers (NSW)

- Deliver training content aligned with WHO/IASC community-based MHPSS principles, emphasizing the integration of mental health into community structures and the broader continuum of care
- Build participant capacity in identification of psychosocial and mental health needs, psychological first aid principles, and appropriate referral procedures
- Facilitate sessions on community engagement, stigma reduction, and mental health awareness-raising tailored to the local context

- Guide participants in mapping available community resources and coordination mechanisms with health, protection, and MHPSS actors
- Conduct case-based learning and simulation exercises to reinforce practical application of community mental health concepts
- Evaluate participant learning outcomes through pre/post assessments and provide individualized feedback
- Compile a training report capturing outcomes, gaps identified, and follow-up supervision needs

Required Qualification, Skills, and Experience: Qualifications

- University degree in Psychology, Psychiatry, Public Health, Social Work, Sociology or a related mental health/psychosocial field
- Certified SH+ Trainer of Facilitators (completed WHO SH+ Training of Trainers) or demonstrated equivalent competency
- Training/background in community-based mental health approaches, mhGAP, or IASC MHPSS guidelines
- Arabic Speaker Skills
- Strong facilitation skills across both structured, protocol-based training (SH+) and broader participatory community mental health content
- Ability to adapt content and delivery style to non-specialist audiences with varying literacy and educational levels
- Skilled in experiential and adult-learning methodologies, including role-play, group exercises, and case-based learning
- Strong assessment and feedback skills for evaluating facilitator/participant competency (pre/post testing, observation)
- Strong organizational skills to manage a multi-topic, multi-day training agenda Experience 3 of 15 HR-G-159.01 Guidelines & Minimum Standards to engage Non-Standard-Workers (NSW)
- Minimum 3–5 years of experience delivering psychosocial or mental health training, including at least one prior SH+ Training of Facilitators
- Demonstrated experience training on community-based MHPSS concepts (identification, referral pathways, psychological first aid, community engagement)
- Prior experience conducting multi-day training with structured pre/post assessment and follow-up/supervision components
- Experience working in humanitarian or conflict-affected settings, preferably with Syrian or similarly displaced populations

Ethical Conduct at International Medical Corps:

As part of a global, humanitarian team dedicated to saving lives, easing suffering, and building self-reliance, International Medical Corps staff are responsible for adhering to our *Code of Conduct and Ethics* and for knowing and abiding by International Medical Corps policies and standards. All staff play a vital role in preventing violations of our *Code of Conduct and Ethics*, including conflicts of interest, fraud, corruption, and any kind of exploitation or abuse. International Medical Corps is also committed to providing a safe and healthy work environment free of harassment, bullying, and other misconduct, enabling staff to build and maintain professional, respectful working relationships.

International Medical Corps prioritizes safeguarding the populations with whom we work from exploitation, neglect, or abuse of children and adults at risk, and/or any form of trafficking in persons. International Medical Corps is committed to engaging members of crisis-affected communities to participate in meaningful ways in a crisis response, including making informed decisions about the assistance they receive, mitigating potential risks, and holding us accountable for the commitments we make. All staff are expected to support International Medical Corps' culture of accountability toward our stakeholders, particularly the crisis-affected communities and individuals we serve.

As part of International Medical Corps' commitment to a speak-up culture and as one of the primary ways we collectively hold ourselves accountable for complying with the ethical principles and standards of conduct outlined in the *Code of Conduct and Ethics*, all staff are required to report suspected or actual misconduct or violations of organizational policies. Our *Code of Conduct and Ethics* and *Whistleblower Policy* prohibit any form of retaliation against whistleblowers or individuals who report a concern in good faith. Staff who violate these protections may be subject to disciplinary action, up to and including termination of employment or contractual relationship with International Medical Corps.

○ **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status.

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction.

If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct : www.InternationalMedicalCorps.ethicspoint.com

Please do not submit your CV or application to this website; it will not be considered for review.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.

To apply for this vacancy please click on the following link and fill in the required information:

<https://enketo.ona.io/x/8lhhkHXz>