

Position: Mental Health Facilitator (MHF)

Reporting to: Mental Health Supervisor (MHS) or Senior Health Facilitator (SMHF)

Location: Lusaka, Zambia

Hiring Multiple Candidates

StrongMinds (www.strongminds.org) Zambia (SMZ) is a fast growing and dynamic social enterprise, committed to improving the mental health of women in Africa by providing life-changing depression services to impoverished African women.

Depression is one of the leading causes of disability in sub-Saharan Africa, debilitating women at twice the rate of men. Conservative estimates indicate millions of women are suffering from depression in Africa and the World Health Organization (WHO) reports that 85% of these women have no access to treatment. Our ambitious goal is to provide treatment to at least 300,000 women and girls suffering with depression in the next three years.

Following five successful years in Uganda, StrongMinds established operations in Zambia in 2019. In 2022, we will have successfully treated more than 20,000 through a simple, evidence-based, and cost-efficient model of group talk therapy, based on group interpersonal psychotherapy (IPT-G). StrongMinds recognizes that scale will only be achieved by prioritizing the integration of its proven group interpersonal psychotherapy (IPT-G) model through partnerships. We look to do this both within government structures such as the Ministry of Health and through medium and large international non-governmental organizations (INGOs).

Position Description: Mental Health Facilitator (MHF)

StrongMinds' Mental Health Facilitators (MHF) are dynamic individuals, full of energy who run group therapy sessions (lasting 90 minutes per session) in the compounds of Lusaka for women affected by depression. They mobilize, screen, and recruit women into groups and provide treatment using the Interpersonal Group Therapy (IPT-G) technique. MHFs are expected to be vibrant, energized individuals full of empathy and compassion for women living in neglected communities, being able to engage them in small groups to discuss issues that are affecting them and support them to resolve their challenges. They will also work with community leaders, partners, and health-workers to create favorable environments for women affected by depression to not only recover but thrive.

MHFs work collaboratively among the whole StrongMinds Zambia team, sharing their experiences and learning to improve the StrongMinds model. MHF's should be accessible to, and approachable by, vulnerable women and girls. They should be able to work independently in the catchment area allocated, building the necessary networks and partnerships to ensure successful cycles of group therapy sessions. They should be totally committed to upholding StrongMinds values and understand their role in safeguarding vulnerable communities.

The job description categorizes the key task into six divisions, all of which are important, and the job holder should be able to ensure all tasks are planned for and implemented according to the organization's annual and cycle calendars.

1. **Serving women with depression**

- Identify, screen, recruit into IPT-G and treat women with depression in the communities that they reside in.
- Constantly seek to identify, understand, document and report participants' barriers to help-seeking and participation in group therapy sessions. Communicate these with supervisors and team to find and test innovative solutions to address this.

- Following the prescribed IPTG sessions guidelines, create a safe environment for women to discuss depression, their interpersonal relations and how the depression is currently affecting their lives.
- Follow-up and track participant attendance and participation and document progress to assess IPT-G efficacy.
- Conduct effective referral of women using the StrongMinds Zambia referral guidelines.
- Identify women who can volunteer to lead IPT groups in their communities to be trained in an adapted peer led therapy curriculum.
- Ensure complete adherence to the IPT-G model – with no deviation at any point during delivery of therapy.

2. Networking and partnerships

- Educate community leaders, partners and community members on depression, its effects, the costs of inaction and benefits of treatment so that they can encourage and support women with depression to undertake and complete the course of treatment.
- Actively engage stakeholders to ensure their buy-in and ownership of the StrongMinds talk therapy program.
- Raise awareness and understanding of depression and mental health more broadly among community members, leaders, and stakeholders.

3. Data collection and reporting

- Maintain accurate records including the collection of qualitative data (using both electronic and paper-based tools) and ensure timely reporting based on the StrongMinds Zambia reporting calendar.
- Contribute to the understanding of the overall monitoring and evaluation processes alongside the StrongMinds Zambia management and M&E team/department.
- Periodically conduct client satisfaction focus group discussions.

4. Management and self-care

- Attend and participate in weekly debriefing meetings with your team and supervisors.
- Participate in face-to-face meeting with your supervisor.
- Attend and participate in all trainings organized by StrongMinds Zambia.
- Set aside time for self-care to avoid burnout.
- Identify and report any instances in which you notice feelings of conflict between yourself and the client or clients (transference, counter transference, set boundaries are violated, secondary trauma and compassion fatigue).
- Attend regular support, debriefing, case conference and/or supervision meetings to ensure information and skill- sharing.

5. Community Engagement

- Develop the Community's awareness, understanding and engagement with the issues relating to depression, and mental health, in conjunction with the StrongMinds team.
- Assist in planning and implementation sensitization and education campaigns to increase community awareness about issues relating to mental health, SGBV and HIV- linking them to depression
- planning and implementing community mental health awareness and education campaigns in village or town/Block where the MHF is based
- Participate in Sensitization, problem solving, dialogue and mediation with the wider population about the people to raise understanding, develop coping strategies and encourage those who need counseling services to contact strong Minds staff.
- Providing interpretation between clients and other Strong Minds Zambia staff members when needed

6. Capacity building

- Attend trainings given by StrongMinds and other agencies as directed by the StrongMinds Trainer

Desired Skills and Qualifications:

- Minimum of 1 years' experience working with vulnerable people (especially women and girls) in high density urban areas on community development and/or self-help groups and programs – preferably in a counseling capacity.
- Proven experience (and natural ability) in community engagement, outreach, and mobilization specifically for vulnerable groups.
- Excellent facilitation, listening and communication skills.
- Experience and detailed understanding of the need for maintaining strict, clear boundaries as a therapist and your clients at all times.
- A good understanding of depression and how it can be treated using group talk therapy – including an understanding of self-help approaches and empowerment in mental health.
- Deep understanding of the developmental challenges facing women in Zambia and how this affects their mental health.
- Experience of working in under-developed, high population density settings (e.g., compounds).
- Tech savvy and comfortable with the daily use of computer and mobile phone software applications, smartphones, tablets etc.
- Demonstrated experience of monitoring and evaluation processes, data collection and qualitative and quantitative tools.
- Significant experience of facilitating groups and managing the dynamics within a group setting.
- Ability to work with minimal supervision and support.
- Ability to develop, inform and sustain professional relationships, partnerships, and networks.
- Fluent in English, Bemba, and Nyanja. *All these languages will be tested during interviews.*
- Ability and willingness to undertake physical movements between and within communities mostly by public means.

Education:

- A minimum of a relevant bachelor's degree
- Diploma holders with more than one year of professional experience will be considered

Targets:

- Xx IPTG groups complete 10 sessions
- Xx% reduction in symptoms of people completing group sessions
- Xx% women complete IPTG sessions
- Attend weekly debriefing meetings
- Attended organized trainings
- Up-to-date data collected, compiled, and submitted to StrongMinds Zambia within set timeframes

Skills and Competencies:

- Flexibility in carrying out tasks
- Ability to work with diverse cultures
- Ability to work under pressure
- Self-respect
- Punctual
- Self-driven
- Hard working
- Results oriented

- Eager to learn
- Team player

The successful MHF will also be expected to embrace and role model the core values of StrongMinds:

- We are people focused.
- We think big and act fast.
- We are data driven.
- We do what we say and say what we do.
- We believe in collaboration, not competition.

Application Process:

Please send your application letter outlining why you want to work for StrongMinds Zambia as an MHF, why you believe you are a great fit for the role and your salary expectations along with a **maximum two page** CV to zambiajobs@strongminds.org by **November 7, 2022 at 9 a.m.** Zambia time. Please include the name and contact information of three professional references, two of whom should have been direct supervisors.

StrongMinds Zambia is an equal opportunity employer. Candidates are therefore encouraged to apply at the earliest opportunity; however, only shortlisted candidates will be contacted. StrongMinds is committed to prioritizing the safety and well-being of children and young people, therefore all successful applicants will be required to sign onto our safeguarding/CP policy, code of conduct and complete a police check.