

Position: Mental Health Supervisor- Health

Location: Mayuge (1)

Reporting to: District Program Officer - Community

StrongMinds (www.strongminds.org) is a dynamic and fast growing 501(c)(3) social enterprise based in Maplewood, N.J. that focuses on one of the most underserved populations and one of the most pervasive mental illnesses in the world. We treat depression among women of all ages in Africa, where access to mental health treatment is extremely limited, and will be launching our services in Newark, New Jersey beginning in 2023.

Since its start in 2014, StrongMinds has treated over 170,000 women with depression in Uganda and Zambia. *We are the only organization scaling a solution to depression with the potential to serve millions in the next ten years.*

StrongMinds has earned an impressive reputation in the global mental health space. In addition to media coverage in the New York Times, Forbes, BBC World Service, and the Stanford Social Innovation Review, we are described by the U.K. organization, Founders Pledge, as the most cost-effective mental health organization working in the developing world.

About StrongMinds Uganda

StrongMinds Uganda (SMU), is a non-profit, non-governmental organization (Registration No.S.5914/11746) situated at Plot 30, Luthuli Rise Bugolobi, PO Box 35874, Kampala, Uganda. SMU's mandate is to improve the mental health of women in Uganda by implementing a simple, evidence-based, and cost-efficient model of group talk therapy, based on group interpersonal psychotherapy (IPT-G).

SMU has field presence in Lamwo, Kotido, Mbale, Wakiso, Mayuge, Mbarara, Mukono, Kampala, and Iganga. SMU services can also be accessed virtually via *252# and select option 10 for free counseling over the phone.

Position Description: Mental Health Supervisor- Health

The Government Partnership Program is a core program of StrongMinds that uses volunteer-led talk therapy groups to ensure that the greatest number of people are depression-free across Uganda. The Mental Health Supervisor (MHS) will be responsible for the delivery of SMUs government partnerships work in sub-counties, health facilities and schools. In addition to this the MHS will be responsible for all quality issues within his/her team and will proactively and collaboratively promote high quality, cost effective psychotherapy by supervising and leading interactions with the community volunteers, health workers/education system supervisor. S/he prioritizes and facilitates improvement of quality within the program.

Responsibilities:

Program Implementation

- Work with MHCs to ensure volunteers are adequately supported to mobilize screen and enroll depressed clients for therapy.
- Coordinate the mapping/scoping of new sub counties, health facilities and schools. ▪ Work with the DPO to organize entry meetings at district, sub county, schools and health facilities. ▪ Work with the DPO and the district health team to identify and recruit new VHTs/CFs/PFs in the district for training in IPT-G.
- Implement entry meetings at sub-county, health facilities and schools within the district. ▪ Support sub-county stakeholders to integrate talk therapy into health and education systems. ▪ Ensure referrals are managed in-line with the protocols.
- Support training of new VHTs, Teacher Facilitators (TFs) and Expert Clients. ▪ Conduct cluster

debrief meetings/roll out trainings with volunteers for experience sharing, and adherence to quality delivery of IPT-G.

- Conduct FGDs/feedback sessions per cycle with volunteers, staff, and other stakeholders in the district for improved programming.
- End to end volunteer engagement-prioritizing volunteer wellbeing as per SMU volunteer management strategy.
- Request for transport, stipends, and items of the volunteers kit.

Coaching and Skill Building

- Train and mentor health care workers and inspectors of school/education system supervisors in providing IPT-G support supervision.
- Facilitate capacity building training for cluster leaders/MHCs to provide effective leadership coaching and care to their team members.
- Engage in weekly peer to peer learning with different departments in the team and SMU. ▪ Support MHCs and cluster leaders to conduct effective weekly debrief sessions. ▪ Conducting weekly roll of sessions for volunteers to equip MHCs and volunteers with IPT-G knowledge and skills.
- Encourage peer-to-peer learnings amongst volunteers and MHCs.
- Participate in in-house trainings with the team and other training organized by SMU management for skilling purposes.
- Conduct a training needs assessment for volunteers and MHCs and identify training gaps. ▪ Actively participate in monthly leadership trainings as organized by SMU.
- Ensure volunteers and staff have all the resources needed and are well facilitated to do their work including tools, transport, etc.
- Provide timely and constructive feedback to volunteers regarding their performance.

Data Collection, Reporting, and Documentation

- Ensure maintenance of proper clinical records for all client information obtained (during and after therapy) using standard filling and storage of client records.
- Ensure timely submission of data by the volunteers and staff using the SMS system. ▪ Ensure health facilities and schools report about clients treated for depression into district information management systems.
- Compile and submit the required reports in the agreed format. Follow up with MHFs to ensure they submit the required reports according to weekly and monthly reports, tracking/session templates, and stories of change.
- Report any cases of deviance by volunteers or staff in regard to performance to the District Project Officer (DPO) for address and support.
- Report on a monthly basis about SMUs work in health facilities and schools

Support Supervision and Quality Assurance

- Contribute to support supervision and roll out of improvement plans for MHCs. ▪ Supervise SMU Mental Health Coaches and appraise the work of MHCs in providing support supervision to trained volunteers.
- Monitor cluster leader activities assigned and provide support accordingly.
- Conduct one-on-one sessions with staff to provide support and guidance.
- Assess quality of volunteer groups/sessions and provide timely feedback to MHCs and staff accordingly.
- Coordinate distribution of therapy tools through the MHCs to all volunteers and ensure adequate preparation of the volunteers prior to sessions for quality delivery of IPT-G.
- Validate/verify volunteer therapy groups to confirm existence and consistency in the numbers being reported on.
- Do spot checks with Volunteer/clients to confirm attendance, content, and satisfaction. ▪ Support MHCs and cluster leaders to conduct effective weekly debrief sessions. ▪ Accountable for compliance to data quality standards during entry and storage of data.

Networking and Partnerships

- Participate in district entry/review meetings with stakeholders at district, sub-county, parish and community level.

- Implement entry meetings at sub-counties, health facilities, and schools within the district.
- Map stakeholders within the district using the WDWW matrix and update the matrix every cycle.
- Build relationships with partner organizations and government health facilities to support emergencies and referrals.

Child Protection and Safeguarding

- Create awareness on child protection to volunteers/ communities in regard to prevention and reporting.
- Ensure volunteers and MHFs uphold SMU core values by being exemplary.

Essential Experience

- 2 years or more experience.
- Experience leading teams of volunteers.
- Demonstrated interest in social work and helping others.
- Broad and in-depth understanding of issues related to mental health, specifically depression.
- Understanding of self help approaches and empowerment in mental health.
- Excellent group facilitation skills.
- Experience working with people with depression.
- Experience in running groups geared towards improving mental health and psychosocial well-being.
- Excellent verbal and communication skills
- Ability to work with minimal supervision
- Ability to develop, inform and sustain professional relationships, partnerships and networks

Essential Character:

- Flexibility in carrying out tasks
- Ability to work with diverse cultures
- Ability to work under pressure
- Self-respect
- Timeliness
- Self driven, hard working, results oriented, eager to learn
- Team player

Education

- Undergraduate degree or diploma in a relevant field.
- Training in counseling psychology.

The successful Mental Health Supervisor - Health 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.

As part of a rapidly growing NGO, this role has the potential for advancement. Smart, aggressive, and ambitious candidates are encouraged to apply.

Salary: Competitive salary commensurate with experience.

Start Date: Immediate

COVID-19 considerations:

StrongMinds strictly adheres to all CDC guidelines for Covid-19 protection.

To Apply:

Send résumé to careersug@strongminds.org mentioning “**Mental Health Supervisor- Health**” in the subject line. **Deadline:** 3rd March 2023.