

Enhancing the position of residents in residential care institutions for persons with mental disability and mental illness and creation of conditions for their social inclusion in the local community

Terms of Reference Short-Term, Senior Assignment

SENIOR EXPERT No. NKE28

Project:	Enhancing the position of residents in residential care institutions for persons with mental disability and mental illness and creation of conditions for their social inclusion in the local community. CRIS no: 2012/299-893 (11SER01/11/11).	Location:	Serbia
Position:	Community Services Training Expert	Reference:	NKE28
Period:	November 2013 – September 2014 (up to 30 non-consecutive working days)	Expert Name	

Background

This IPA/2011 project focuses on: 1). The transformation of Residential Institutions in cooperation with Psychiatric Hospitals or other providers in Serbia, 2). The Development of Combined Community Based Services for the mentally disabled and the mentally disordered, 3). The development of minimum standards for community based services for the mentally ill and disabled 4). The development of norms and standards for community based, combined, social protection and healthcare institutions, 5). Capacity Building of social security and mental health personnel from targeted institutions in order to prepare for the provision of community based services for people with mental health problems 6). The design, implementation and monitoring of a Grant Scheme that will support the development of Community Based Services. A range of activities and sub activities are planned throughout the project's lifetime in order for the overall objective and the results of the project to be realized. In order to achieve the overall objective and the results of the project, a number of non-key experts are going to be employed for short or long term missions.

Overall Objective(s) of the Project

The overall objective for the IPA 2011 project is to enhance the social inclusion of persons with mental disability and mental health disorders.

Specific Objective of the Assignment

The objectives of the assignment are the following:

- Conduct the assessment of the training needs for the employees of the Social Residential Institutions and other providers of the community based services for the people with mental disabilities in order to provide the understanding of transformation of the institutions, process of the resettlement and gain the skills necessary for individualisation and personalisation of the services.
- Develop the Training Plan for on-site and theoretical training based on results of the Training Needs Assessment involving the actors in the field, their experience and local knowledge.
- Implement the Training Plan together with future trainers, both on-site (answering to the concrete issues at hand and providing the impetus for development of new services) and theoretical training that would enable themes developed on site to grow into the common knowledge.
- Provide supervisory and advisory services as well as mentoring and consultation to trainers in conducting the training. Establish a body of knowledge that would support further education and training and enable transmission of the knowledge and skills to service providers as well as to other groups involved (families, media, etc.).

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Scope of Work and Responsibilities of Expert
<p>The scope of the assignment refers to:</p> <p>ACTIVITY 8 - Design of Training Needs Assessment</p> <p>ACTIVITY 9 - Design of Training Programmes</p>
Outputs
<ol style="list-style-type: none"> 1. Training Needs Assessment Report. 2. Training Plan for on-site and theoretical training. 3. Report on training conduction 4. Report on supervision and advisory services provided
Location and Tentative Duration of Inputs
<ul style="list-style-type: none"> • The expert is requested to commence his/her mission during November 2013. • The work of the expert shall be performed exclusively in Serbia. • The duration of the mission is 30 non-consecutive days in the period November 2013 – September 2014

Required Skills of Short Term Senior Non-Key Expert
<p>Expert Profile:</p> <p>The successful candidate shall possess the following skills and characteristics:</p> <ul style="list-style-type: none"> • University degree in the field of Social science. • Professional experience of at least 10 years, at least 5 years international experience. • Proven experience in designing and conducting training in community services provision • Excellent command of English and Serbian languages. • Proficiency in Microsoft Office applications. • Excellent communication and report writing skills. • Team player and ability to work in multi-professional teams.

