



# Regional Mental Health Advisor, Africa



## **CBM Global**

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**Recruitment Pack**

## **CBM Global**

**Our Vision:** an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

**Our Mission:** fighting to end the cycle of poverty and disability.

**Our Values:**

- We champion **inclusion**
- We strive for **justice**
- We pursue **excellence**
- We embrace **partnership**
- We live with **integrity**

While the world has been making progress in tackling poverty, people with disabilities are being left behind. CBM Global works alongside people with disabilities in the world's poorest places to fight poverty and exclusion and transform lives. Driven by Christian values, we seek out and work with the most marginalised in society, irrespective of race, gender or religion, recognising the equal worth of every individual.

Drawing on over 100 years' experience and world-leading expertise in disability-inclusive community development and humanitarian action, inclusive eye health and community mental health, CBM Global works with partners to break the cycle of poverty and disability and build inclusive communities. Our programmes across Africa, Asia and Latin America are developed and delivered with local partner organisations to ensure long-term transformation and accountability in communities we serve. We're deeply committed to the principle of "nothing about us without us", and we therefore work closely with and support organisations of people with disabilities.

CBM Global is made up of CBM Australia, CBM Ireland, CBM Kenya, CBM New Zealand, CBM Switzerland, and CBM UK with programmes worldwide and Country Offices in Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina Faso, Nigeria, Madagascar and Bolivia. CBM Global works in over 20 countries, maximising our impact through long-term, authentic partnership and a coordinated mix of inclusive community-based programmes, local to global advocacy and delivering inclusion advice to other organisations.

We draw on learning and evidence from our community work to inform our advocacy hand-in-hand with the Disability Movement at local, national and international levels, including with the UN, to achieve systemic change for people with disabilities. We advise governments, UN bodies and other organisations on how to ensure inclusion in their own organisations, policies and programmes to further amplify our impact.

## **The Role**

### **Regional Mental Health Advisor, Africa**

#### **Reports To**

The Mental Health Director, CBM Global

#### **Job Overview and Core Purpose**

This role involves supporting the application of CBM Global standards and organisational strategy into the programme work of CBM, primarily in our core countries in Africa. Strategic direction is defined by the Community Mental Health Plan/Position Papers etc, themselves based on the Federation Strategy.

Reporting to the Mental Health Director, the position holder is part of the Community Mental Health (CMH) Thematic Area's Core Team that leads on areas of technical specialism for the organisation globally. Regional work will feed into strategic planning and operational direction, including setting and maintaining of quality in programme implementation and advocacy.

The core purpose of the role is to support local partners, including where appropriate, through advisors at country level (including consultants) with the information and capacity they need to deliver high quality programming with local partners.

**Based:** Nigeria (Abuja), Kenya (Nairobi) or Burkina Faso Country Offices, and we welcome applications from those with the right to work in **Nigeria, Kenya or Burkina Faso**.

**Hours:** Full-Time.

**Salary range:** Salary will be dependent on skills and experience, as well as country of location. We offer a local contract.

### **Responsibilities and Duties**

The job holder is responsible for supporting CBM's CMH work with the following specific responsibilities for our programme in priority countries in Africa, namely Nigeria, Burkina Faso, Zimbabwe, Kenya and Madagascar. In addition, country-specific or regional/global projects may arise elsewhere.

1. Identify fundraising opportunities and develop, in 3-way collaboration with Member Associations and Country Offices, new programmes, both focused on mental health, and integrated into other sectoral work.
2. Support Country Offices in delivery, monitoring, evaluation and continued refinement of programmes in alignment with the CBM Global CMH Plan, according to CBM's operating model.
3. Support and where appropriate supervise the work of country CMH focal points and advisors. Recruit and manage consultants as required to fulfil specific assignments.

4. Represent CBM in external forums, providing high quality technical advice, and targeted advocacy at appropriate events and through various groups.
5. Represent the Thematic Area in internal CBM Global forums and work processes.
6. Develop relationships and networks that support the organisation's mandate and advocacy efforts.
7. Manage and report on Regional CMH budgets.
8. Other relevant aspects of the work of the CMH Initiative as relevant and within the overall scope of advisory work.

The position will be based in a CBM Global priority country in Africa, in the Country Office. Significant travel to other countries is expected.

### **Key outcomes expected from this role**

1. Work with Member Association Country Offices and partners to develop and successfully grow the CMH programme portfolio.
2. Work directly with partners, and supervise and maintain close working relationships with country level Advisors and Focal Points, and Country Offices in Africa, as well as other Regional Advisors.
3. Develop learning materials and technical resources that can be used internally and externally to guide and improve programme quality and advocate for global mental health.
4. Build the CMH and Mental Health & Psychosocial Support (MHPSS) capacity of CBM staff and partners globally.

### **Person Specification**

**CBM welcomes applicants from diverse backgrounds and people with lived experience of disability.**

All of the following requirements are **essential**, unless marked with a \* when they are **desirable**, and will be assessed from a combination of information provided from the application form and interview process.

#### **Experience**

- Background and experience in development cooperation and mental health, including in applying relevant tools and methods (project management, data and monitoring and evaluation, inclusive and participatory approaches etc.).
- Minimum of 3 years working experience in a developing country, preferably in Africa.

- Experience in networking, advocacy and influencing with knowledge of key global and continental networks, ideally having played an active part in such networks.
- Experience in working in multidisciplinary and multi-cultural teams.
- Experience in operational research, and interpretation and application of evidence in practice. Writing reports and guidelines.
- Experience in developing project proposals and successfully achieving funding for projects.
- Experience in teaching/ training/ coaching.
- Experience of managing and supervising others.
- Experience in humanitarian response and MHPSS desirable\*.

### **Skills/competencies/personal qualities**

- Strong understanding of disability-inclusive development, and its application to mental health.
- Knowledge and understanding of key players and stakeholders in CMH on global and regional levels.

### **Languages**

- English (professional proficiency, spoken and written).
- French (professional proficiency, spoken and written) is desirable\*.
- Africa languages would be desirable\*.

### **Tools**

- Willingness to learn and use CBM project management tools, reporting, statistics formats, Global online etcetera.
- Tools and resources specific to mental health work; QualityRights, mhGAP, transdiagnostic psychological interventions, c in emergencies.
- Good skills in MS Office, including making documents and presentations accessible. Ability to manage budgets in Excel.

### **Values**

Alignment to CBM Global's Values

### **Qualifications**

- Background qualification in mental health, psychiatry, psychology, psychosocial disability, or related field.

## **Employee Benefits**

- We offer a flexible and working from home culture.
- As part of its commitment to its work with people with disabilities, CBM Global aims to help successfully employ and retain people with disabilities and those with health conditions. We have a comprehensive equality and diversity policy.

## **Useful Information**

### **Shortlisting and Interviews**

CBM Global is an equal opportunities employer, committed to ensuring all applications are treated fairly.

All applications are subject to our shortlisting process; if you are shortlisted we will contact you and invite you to attend an online interview. You will also be advised at this point if there will be any skills tasks to complete as part of the recruitment process.

### **Diversity Policy Statement**

Our workplace promotes an inclusive and accessible environment that supports all staff to thrive, with provision of reasonable accommodation for employees with disabilities where needed.

We believe that the success of any organisation depends upon its people and their diverse abilities, skills, languages, cultures, and backgrounds. The greater diversity in the staffing of people with different lived experiences helps promote innovation, creativity, and smarter solutions to the constantly changing environments in which we work.

### **Employment Checks**

CBM Global is committed to the safety and best interest of all children and vulnerable adults accessing CBM Global supported services and programmes. Relevant background checks including working with children, police and reference checks will be completed prior to the preferred candidate's employment being confirmed.

All applicants must have the right to work in the relevant country. All offers of employment are made subject to the following criteria: Proof of eligibility and satisfactory employment screening, and three references satisfactory to CBM Global.

**More information about CBM Global Disability Inclusion** can be found by

visiting the new CBM Global website: [www.cbm-global.org](http://www.cbm-global.org)

## How to apply

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**Closing date: Monday 17 May 09:00 UK BST time.**

To apply:

1. You must have the right to work in **Nigeria, Kenya or Burkina Faso**. We are only able to accept candidates who meet this criteria.
2. Please download and complete the Application Form from the advert on <https://www.cbmuk.org.uk/who-we-are/work-for-us/>. There is space on the Application Form to include a cover letter. Please make sure that you provide specific examples where you meet the essential criteria outlined in the Person Specification, either here or on your CV.
3. Send along with your Curriculum Vitae (**no more than two pages**) to [recruitment@cbm-global.org](mailto:recruitment@cbm-global.org) by the closing date, with the role title in the subject line.
4. Informal enquiries are also welcome to the above email address.
5. In the subject header of your email it would be helpful if you could add the role title for which you are applying.

Many of our roles advertised attract large numbers of applicants, and we may not be able to respond to everyone that applies. If we have not been in touch with you within three weeks of the closing date, it is likely that on this occasion we have shortlisted other candidates who meet the criteria more fully. We do thank you for your application and your interest in working with CBM Global. Please feel free to apply again in the future for other suitable roles.

We very much look forward to receiving your application.

*Recruitment team*

CBM Global