



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: mhGAP Trainer.

Contract type: Consultant.

Length of Assignment: 5 days of in-person training, followed by 24 online supervision.

Duty Station: Syria (Aleppo).

Number of Vacancies: 1.

Application Closing Date: September 24, 2026, 5:00PM.

Assignment Purpose: The trainer's role is to build the capacities of mental health and psychosocial support service staff and healthcare workers affiliated with the Syrian Ministry of Health in relation to the mhGAP guideline, including the development of skills for 10 trainees on the optimal use of this guideline. This will enable them to provide psychotropic medication services to patients in need of mental health care, in addition to applying appropriate referral mechanisms.

Key Tasks / Deliverables:

- Conducting a continuous five-day training course for ten (10) trainees on the mhGAP guideline.
- Conducting twenty-four (24) online supervision sessions at a rate of eight (8) sessions per month over a period of two and a half months. Each supervision session will last one (1) hour.
- Conducting pre- and post-training assessments.
- Submitting a comprehensive training report.
- Holding a discussion session with the program supervisor to present observations and recommendations.
- Preparing training materials, including presentations, printed materials, and case studies, in line with mhGAP modules.
- Applying interactive training methodologies, such as role-playing, group discussions, and clinical simulations.
- Monitoring trainees' engagement and performance throughout the training period and adjusting training approaches when necessary.
- Providing technical guidance to trainees on the practical application of mhGAP.
- Documenting challenges encountered during the training and providing evidence-based recommendations to address them.
- Ensuring that all training activities comply with International Committee of Psychiatry standards, mhGAP protocols, and international humanitarian guidelines.

Required Qualification, Skills, and Experience:

- ❖ Medical doctors specialized in psychiatry, with a minimum of five years of professional experience in prescribing and managing psychotropic medications.
- ❖ Officially certified mhGAP HIG trainer with prior experience in training health personnel.
- ❖ Extensive clinical experience in mental health settings.
- ❖ Trainer recognized by the World Health Organization (WHO).
- ❖ Extensive experience in implementing capacity-building programs for healthcare workers across primary and secondary healthcare levels.

- ❖ Strong experience in diagnosing and managing common and severe mental health disorders in accordance with international evidence-based clinical guidelines.
- ❖ Experience in providing technical supervision to medical and psychosocial teams and delivering specialized support for complex clinical cases.
- ❖ Practical experience in integrating mental health services into primary healthcare centers and improving referral pathways.
- ❖ Ability to assess training needs and design tailored capacity-building interventions that address identified gaps.
- ❖ Strong skills in facilitating discussions, leading workshops, and conducting clinical simulations.
- ❖ Experience working with international organizations, with a solid understanding of donor requirements, reporting standards, and administrative compliance.

- **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:

[mhGAP Trainer- Aleppo-MHPSS-24092026](#)