

REBECCA HORN

Profile

I am an independent MHPSS specialist with 20 years' experience in the humanitarian field, including in psychosocial programming, capacity building and conducting qualitative and quantitative research. I have gained great satisfaction from being able to contribute to improved policy and practice in the psychosocial field, particularly in conflict and post-conflict settings. I am able to work effectively in difficult circumstances, to overcome challenges and to develop strong working relationships with colleagues in a wide variety of contexts.

Skills, knowledge and abilities

Psychosocial assessment and programming

Experience of developing and implementing new programmes, and of evaluating and strengthening existing programmes. In Kakuma refugee camp, northern Kenya, I was responsible for management of four psychosocial programmes, including a community counselling service and a 'safe house' for women and children at risk of violence or abduction. I have supported organisations to integrate psychosocial approaches into their programming; e.g. LWF's education and child protection programmes in refugee camps in Maban, South Sudan. I have also contributed to psychosocial programming through the development of locally-meaningful psychosocial assessment tools which have demonstrated reliability and validity with the target group (e.g. measures of psychosocial wellbeing and distress for use in Sierra Leone; with women in northern Uganda and DRC; children in South Sudan).

Mental Health and Psychosocial Support Capacity strengthening

Developed and taught modules and training packages for various groups; produced training materials and manuals; and supported others to deliver training. Trained and supported local staff to conduct assessments and research in many contexts, and mentored practitioners (both in person and remotely) as they put into practice new skills. Worked with Act Church of Sweden to develop and deliver both remote and in-person capacity-strengthening initiatives designed to strengthen ACT Alliance organisations' community-based psychosocial approaches to programmes in humanitarian and development settings. Teach postgraduate modules in Psychosocial Interventions for Displaced Populations and Community-Based Psychosocial Support.

Primary research, including assessments and evaluations

More than 25 years' experience of carrying out research in challenging environments. Excellent applied qualitative and quantitative research skills. Have taken full responsibility for many projects, from the development of research questions and research tools, training and management of a research team, data collection and analysis, through to the presentation of the findings to stakeholders and production of a final report.

My qualitative research has made use of in-depth interviews and group discussions, as well as more structured qualitative methods (e.g. participant ranking exercises). Quantitative research has included the pilot testing of new tools to measure psychosocial wellbeing (in Sierra Leone, Uganda, DRC and the UK); and the design and implementation of a complex quantitative evaluation strategy for Mercy Corps Gaza. I am familiar with qualitative and quantitative software packages (SPSS, Nvivo, Dedoose). I have undertaken research on a number of sensitive issues effectively and am able to manage the ethical challenges involved in such projects.

Secondary Research

Able to identify, review, evaluate and summarise relevant information, including academic literature, organisational reports and grey literature (including unpublished information from those working in relevant fields). Produced high-quality literature reviews and desk reviews, including on faith-sensitive MHPSS for children in humanitarian settings; intimate partner violence in West Africa; and psychosocial support interventions for children and young people in South Sudan. Able to familiarise myself quickly with new issues.

Communication

Able to communicate clearly both verbally and in writing with various groups, including practitioners, policy-makers and academics. Presented work verbally in various settings (e.g. 'consensus workshops' to share and discuss initial research findings with stakeholders); produced numerous reports for different audiences; and published over 40 articles in academic and practitioner journals, and as book chapters. Demonstrated ability to produce high-quality written work to tight deadlines.

Collaborative approach and good working relationships

I greatly value a collaborative working style, involving stakeholders in all stages of a project. Where possible, I will include all members of a team and relevant stakeholders in planning, implementing and evaluating a project, which has proven to be an effective approach to improving quality and facilitating positive change. Throughout my career, I have been able to develop and maintain excellent working relationships.

Personal qualities

I enjoy a challenge and working under a certain amount of pressure. Very self-motivated, highly organised and able to balance many tasks at the same time; prioritising them and meeting deadlines. I am able to work in complex environments and ensure that challenges are overcome and objectives met. I am flexible, adaptable and able to cope with change. Demonstrated ability to build relationships with people from a wide range of backgrounds, and to adapt to living and working in new environments.

Employment History

Job title	Employer's name and location	Dates
Psychosocial Practitioner	British Red Cross, UK	Nov 2022-Sept 2023
Independent Psychosocial Specialist	Self-employed	May 2009-date
Member of Psychosocial Roster (Core member since Sept. 2018)	Church of Sweden, Uppsala, Sweden	March 2014-Jan 2023
Research Fellow (Senior Research Fellow since Aug 2018)	Institute for Global Health and Development (IGHD), Queen Margaret University (QMU), UK	Feb. 2008-April 2023
Psychologist/ Researcher	Special Court for Sierra Leone, Freetown	Jan.–Dec. 2007
Psychosocial Programme Co-ordinator	Jesuit Refugee Service, Kakuma camp, Kenya	July 2003–Sept 2006
Higher Psychologist	HMP Garth, Leyland, UK	Sept.1999–July 2003
Lecturer in Psychology	Liverpool Hope University College, UK	Sept 1994–July 1999

Selected consultancies include:

Strengthening MHPSS evidence-building within the Red Cross Red Crescent Movement	IFRC/ Danish Red Cross	June-Sept 2023
Review of Lebanon Red Cross MHPSS programming	Danish Red Cross	July-Oct 2022
Evaluation of IFRC Psychosocial Centre 2015-2022	IFRC/ Danish Red Cross	June-Oct 2022
Staffing IASC MHPSS M&E Helpdesk	WHO/ IASC MHPSS Ref. Group	July 2022-date
Strengthening community-based MHPSS provision in four refugee settlements in Uganda	LWF Uganda	Dec. 2021-April 2022
Development and delivery of training in MHPSS M&E	PAHO	Oct 2021 & May-June 2022
Development of proposal for Global MHPSS Hub	SOS CVI	Aug-Sept. 2021
Evaluation of pilot phase of Global MHPSS Hub	SOS CVI	April-June 2021
Development of online learning module on Community Based Psychosocial Support	Boston College	Oct. 2020 – March 2021
Integration of MHPSS approaches into Vocational Training Institutes in northern Uganda	REPSSI	Oct. 2020-April 2021
Development of publication ‘Mental Health and Psychosocial Support in the Covid-19 Pandemic Response – Red Cross and Red Crescent Movement Learnings And Recommendations’	Danish Red Cross	Aug-Oct 2020
Development and implementation of an Advanced Community-Based Psychosocial Support learning programme	Act Church of Sweden	April 2019-Aug. 2021
Development of a staff care version of Psychological First Aid	Jesuit Refugee Service	May 2019-Nov 2022
Development of Mental Health and Psychosocial Support Interventions and Services manual	TPO Uganda	Feb – May 2019
Strengthening mental health supports and services in Sierra Leone	Research Unit on Health in Fragility, IGHD, QMU	Sept. 2018 – June 2021
Integrating community-based psychosocial approaches into ACT Alliance programmes in Rohingya response, Bangladesh	Act Church of Sweden	June-October 2018
Designed and facilitated a four-day global mental health and psychosocial programming workshop.	Jesuit Refugee Service	May 2018
Development and testing of guidelines for faith-sensitive mental health and psychosocial support in emergencies	Lutheran World Federation	August 2017 – Feb 2018
Strengthening evidence for the scaling of Psychological First Aid in humanitarian settings	IGHD, QMU	June 2016 – July 2018
Evaluation of a football group for survivors of torture	Freedom from Torture/ Arsenal in the Community	June 2017 – May 2018
Assessing IMC’s Emergency Gender Based Violence Interventions Serving South Sudanese Refugees in Gambella	International Medical Corps	July-Sept 2016

Camps in Ethiopia

Development of guidance for establishment of Women Friendly Spaces in South Sudan	HealthNet TPO/ UNICEF South Sudan	Dec 2015 – Feb 2016
Planning and implementation of workshop on planning, monitoring, evaluation and reporting of community-based psychosocial programmes	Church of Sweden	November 2015
Development of Psychosocial Support Toolkit for children and young people in South Sudan	TPO Uganda/ UNICEF South Sudan	June-Sept 2015
Development and implementation of 3-year, 5-module programme in community-based psychosocial approaches.	Church of Sweden	May 2014 – Jan 2020
Lead researcher: Private Violence, Public Concern – a study of intimate partner violence in refugee camps	International Rescue Committee	Jan – Dec 2014
Psychosocial specialist in Maban refugee camp, Upper Nile, South Sudan	Church of Sweden	May – Dec 2013
Development of a clinical outcome assessment tool to assess the wellbeing of survivors of torture.	Freedom from Torture	Jan 2012 – Sept 2015
Qualitative study of women's perceptions of intimate partner violence in Sierra Leone and Liberia	International Rescue Committee (IRC)	May – June 2011
Effectiveness of psychosocial support for women affected by conflict in Northern Uganda	World Bank	Feb 2011 – Jan 2014
Evaluation of psychosocial programmes for children in West Bank and Gaza	Palestine Red Crescent	July 2010 & July 2011
Final evaluation of psychosocial projects in Sri Lanka and India	American Red Cross Tsunami Recovery Programme	Jan-June 2010

Qualifications and Training

Qualification	Institution	Dates
Chartered Psychologist	British Psychological Society (later HCPC)	October 1999
PhD	Department of Psychology, University of Birmingham, UK	Sept 1991–Aug 1994
BSc (Hons) Psychology	University of Surrey, UK	Oct. 1987–June 1991

Other professional activities

I am a member of the editorial board of the *Intervention* journal (since 2011), and regularly review papers submitted to this journal and others. I am a member of the Jesuit Refugee Service MHPSS Advisory Board (since 2020) and represent Act Church of Sweden on two working groups of the IASC MHPSS Reference Group: the Community-based MHPSS group and the Staff and Volunteer Care group.

I have completed a Training of Trainers programme in Problem Management Plus, and in MHPSS coordination.

Selected publications include:

- Jailobaeva K, Horn R, Arakelyan S, Diaconu K, Kamara A, Ager A. (2022) Social determinants of psychological distress in Sierra Leone. *Soc Psychiatry Psychiatr Epidemiol*. doi: 10.1007/s00127-022-02278-y.
- Horn, R., Jailobaeva, K., Arakelyan, S. & Ager, A. (2021) The development of a contextually appropriate measure of psychological distress in Sierra Leone. *BMC Psychology* 9, 108. <https://doi.org/10.1186/s40359-021-00610-w>
- Horn, R., Arakelyan, S., Wurie, H. & Ager, A. (2021) Factors contributing to emotional distress in Sierra Leone: a socio-ecological analysis. *International Journal of Mental Health Systems* 15, 58. <https://doi.org/10.1186/s13033-021-00474-y>
- Horn, R.; Wachter, K.; Friis-Healy, E. A.; Ngugi, S. W.; Creighton, J. & Puffer, E. S. (2021) Mapping Complex Systems: Responses to Intimate Partner Violence Against Women in Three Refugee Camps *Frontiers in Human Dynamics* 3, doi 10.3389/fhumd.2021.613792
- Horn, R., Sesay, S., Jalloh, M., Bayoh, A., Lavally, J., & Ager, A. (2020). Expressions of psychological distress in Sierra Leone: Implications for community-based prevention and response. *Global Mental Health*, 7, E19. doi:10.1017/gmh.2020.12
- Horn, R.; O'May, F.; Esliker, R.; Gwaikolo, W.; Woensdregt, L.; Ruttenberg, L. & Ager, A. (2019) The myth of the one-day training: The effectiveness of psychosocial support capacity-building during the Ebola outbreak in West Africa *Global Mental Health* 6, E5. doi:10.1017/gmh.2019.2
- Horn, R.; Ewart-Biggs, R.; Hudson, F.; Berilgen, S.; Ironside, J. & Prodromou, A. (2017) The role of a trauma-sensitive football group in the recovery of survivors of torture *Torture*, 29 (1) 97-109
- Wachter, K.; Horn, R.; Friis, E.; Falb, K.; Ward, L.; Apio, C.; Wanjiku, S. & Puffer, E. (2017) Drivers of Intimate Partner Violence Against Women in Three Refugee Camps *Violence Against Women*, 24(3), 286–306.
- Horn, R.; Waade, M. & Kalisky, M. (2016) Not doing more, but doing differently: integrating a community based psychosocial approach into other sectors *Intervention: Journal of Mental Health and Psychosocial Support in Conflict Affected Areas* 14 (3) 245-256
- Horn, R. & Keefe, A. (2016) Measuring change and changing measures: The development of a torture survivor specific measure of change *Torture*, 26 (2) 19-40
- Horn, R., Puffer, E. S., Roesch, E., & Lehmann, H. (2015). 'I don't need an eye for an eye': Women's responses to intimate partner violence in Sierra Leone and Liberia. *Global Public Health* 11, 1-2, 108-121
- Horn, R. (2014) *Measuring Psychosocial Wellbeing in Democratic Republic of Congo: Report of a Pilot Study (Working Paper No. 4)* Washington, D.C.: The World Bank
- Horn, R., Puffer, E. S., Roesch, E., & Lehmann, H. (2014). Women's perceptions of effects of war on intimate partner violence and gender roles in two post-conflict West African Countries: Consequences and unexpected opportunities. *Conflict and Health*, 8, 12.
- Horn, R. (2010) Exploring The Impact Of Displacement And Encampment On Domestic Violence In Kakuma Refugee Camp *Journal of Refugee Studies* 23 (3) 356-376
- Horn, R. (2010) Responses To Domestic Violence In Kakuma Refugee Camp: Refugee Interactions With Agency Systems *Social Science and Medicine (Special Issue: Violence, Conflict & Health)* 70, 160-168
- Horn, R.; Charters, S. & Vahidy, S. (2010) Testifying in the Special Court for Sierra Leone: The Impact on Witness Security and Emotional Welfare *Psychology, Crime and Law* 17 (5) 435-455