

Call for Expression of Interest (EOI) for a tender Provision of “Framework Contract for Psychosocial Counselling for Employees”

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH provides services in the fields of international cooperation for sustainable development and international education, working around the world to shape a future worth living. The German Federal Ministry for Economic Cooperation and Development (BMZ) is GIZ's main commissioning party. As a federal enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development. In Iraq, GIZ is currently working in several sectors with app. 75 international and 230 national employees.

The health and safety of its employees is at the core of GIZ's work worldwide. GIZ supports its workforce to stay healthy and to maintain their performance capacity. Health management is part of GIZ's HR policy and reflects GIZ's sense of social responsibility towards its entire workforce. The issue of health management covers both physical and mental health. GIZ provides services to its employees ranging from medical support over security management to psychosocial support. COPE is GIZ's internal unit for psychosocial support in stress, crisis and work-related conflict situations. Based in the headquarters in Eschborn and Bonn, Germany, COPE provides counselling services for all GIZ employees (national and international), including CIM-experts and development workers. If needed, COPE also provides support in cases of referral to external psychosocial services such as coaches, counselling centers, therapists and clinics.

In addition to the direct counselling services in acute situations, COPE also supports the elaboration and implementation of staff-care and self-care within GIZ. In general, staff-care relates to the organizational duty of care, whereas measures that focus on the individual are part of self-care. GIZ follows a concept of shared responsibility, which means that the responsibility for well-being is shared between the company, the leadership and the employee, interlinking staff-care and self-care. Staff-care covers a variety of dimensions, addressing economic (e.g. insurance & CTO regulations), physical, psychological and social well-being as well as safety and security. It is intended to both prevent and mitigate distress as well as enhance resilience in response to stressors, in order to maintain the long-term working capacity of the employees and to protect the staff from risks to physical and psychological well-being.

Following this understanding of staff-care, GIZ in Iraq is committed to recognize stressors and to ensure a safe, secure work environment, where employees feel valued and motivated. By providing psychosocial support to individuals and teams, GIZ Iraq aims at recognizing, preventing, mitigating, and managing stress that may impact staff performance and/or well-being, by that strengthening the resilience of staff.

The Objective:

The general objective of the framework contract aims at contracting local psychosocial specialist/s to provide counselling services for GIZ staff in Iraq – Baghdad.

GIZ is seeking the services psychologist/psychosocial counsellor, based in Iraq – Baghdad, who shall provide:

1. Psychological first aid and crisis intervention in crisis situations;
2. Work-related individual psychological counselling or coaching;

3. Group counselling, psychoeducative inputs and/or workshops on mental health related topics.

Tasks to be performed by the contractor/s

Upon demand, the psychosocial expert/s (consultant/s) shall fulfil the following tasks:

1. Provision of psychological first aid and crisis intervention:

a. Provision of psychological first aid and psychological crisis intervention to GIZ employees with acute psychological support needs, e.g. directly after an event of extreme stress, security incidents and/or other (collective) crises (like a natural disaster, civil unrest, violence breakout etc.). In exceptional cases, psychological crisis support may also include family members of affected GIZ employees. Requests for counselling to family members require feedback between the consultant and COPE and written approval by COPE before the start of the sessions.

b. The provision of psychological crisis support services is coordinated with and provided in accordance with the GIZ crisis management system.

c. If indicated, the consultant will coordinate with COPE/Health Services of GIZ in Eschborn and provide referral to specialized services for medical and psychological treatment in crisis situations in Iraq. The consultant is responsible for the provision of up-to-date information on available crisis support services at all times and is required to update his/her contacts continuously.

2. Provision of individual psychological counselling on work-related topics:

a. Provision of a maximum of up to 5 continuous psychological counselling or coaching sessions for staff members. Typical indications might be stress, excessive demands, conflicts with colleagues and executives, burn-out / bore-out, secondary traumatization through contact with affected target groups, continuous stress due to the economic crisis and volatile security situation etc.

b. If necessary, referral to longer-term therapy and/or other support offers, if indicated in cooperation with COPE. The consultant is responsible for provision of up-to-date information on available services at all times and is required to update his/her contacts continuously.

3. Provision of group counselling sessions, psychoeducative inputs and/or workshops on mental health related topics:

a. Provision of a maximum of 6 group counselling sessions or workshops on relevant mental health topics such as: coping with stress and anxiety, burn-out, resolving conflicts, coping with fragile/crisis context, psychological first aid etc.

b. The specific topics, set up, composition of the groups and timing of the sessions are being mutually agreed between the consultant and GIZ.

Interested psychologist (consultant/s) are requested to send a Letter of Interest with the following requirements:

The consultant/s shall fulfil the following basic requirements:

- University degree in Psychology (M.A. or equivalent)
- At least 3 years of proven work as psychological/psychosocial counsellor
- Up-to-date knowledge on available psychological and psychosocial services in Iraq and their quality. Good professional networks with other psychosocial practitioners.
- Professional experience with staff welfare and stress management in humanitarian or development contexts, in particular with international NGOs, donor agencies etc.
- Native speaker or fluent speaker in Arabic (Bagdad)
- Strong spoken and written language skills (B2) in English
- Empathy and non-judgmental attitude, a strong commitment to professional confidentiality
- A strong understanding of and adherence to the values and ethical principles of GIZ

To apply for the **specific abovementioned services**, the consultant shall have the following additional specialisations:

1. For provision of psychological first aid and crisis intervention:

- a. Certified professional qualification as psychological counsellor and/or psychotherapist in an internationally recognized, evidence based psychotherapeutic or counselling approach.
- b. Certification in psychological first aid, psychotraumatology or a comparable approach for support in acute cases.
- c. At least 5 years of work experience in provision of psychological crisis support and/or work with clients in extreme stress/after potential traumatizing events.

2. For provision of counselling or coaching on work-related topics:

- a. Certified professional qualification as psychological counsellor and/or psychotherapist in an internationally recognized psychotherapeutic or counselling approach.
- b. At least 5 years of work experience as psychosocial counsellor in topics such as work-related stress, conflicts with colleagues and executives, burn-out / bore-out, secondary traumatization etc.

3. For provision of group counselling sessions and workshops on mental health related topics:

- a. Certified professional qualification as psychological counsellor in an internationally recognized counselling approach.
- b. At least 3 years of work experience in provision of group sessions as psychosocial counsellor and workshop instructor.

Interested psychologists (consultants) must submit a CV demonstrating that they meet the qualifications and requirements outlined above.

This expression of interest is a market search for qualified suppliers and companies. GIZ keeps the right to the appropriate selection of the best-qualified Psychologist (Consultant/s).

Interested Psychologist (Consultant/s) must submit their CVs via email to: procurement.iraq@giz.de . The email subject must be named below with the deadline.

On 29.07.2026 at 17:00

EOI - Provision of “Framework Contract for Psychological Counselling for Employees”

Yours Sincerely,
Procurement and Contracting
Unit Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH
E procurement.iraq@giz.de
I www.giz.de