



INTERNATIONAL RESCUE COMMITTEE – SOMALIA PROGRAM TERMS OF REFERENCE - DISTRICT HEALTH MANAGEMENT TRAINING FOR MoH STAFF IN SOMALIA (RE-ADVERTISEMENT)

1. Background/IRC Summary

The International Rescue Committee responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers help to people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future. IRC is currently working in Somalia, supporting health facilities implementing essential lifesaving health care services in Benadir, Mudug and Gaalgaduud regions.

Somalia health sector is facing overwhelming challenges in bringing humanitarian assistance to a country where nearly two decades of lawlessness had resulted in the collapse of central government, vast numbers of internally displaced people, poor security conditions and a scattered nomadic population that struggles to survive in the face of repeated droughts and food insecurity. However due to the establishment of Ministries of Health (MoH) offices in various Somali regions this has led to public services being restored as regional authorities are maintaining security which creates space to engage in development activities, including strengthening of health sector capacity and service delivery. Decentralization of health services is very central to these changes, and consequently there is a need to prepare and empower those working at the district level for their responsibilities and tasks.

The district is the level where health policies and health sector reforms are interpreted and implemented. In the whole policy and reform process, success or failure depends on the ability of district health management teams (DHMTs) to interpret and implement what is required. Inadequate management skills among health teams at the implementation level is one of the main constraints to health service delivery. To respond to this challenge, IRC through SV-Dutch funding plans to train 15 DHMT members from three main districts (Hamar Weyne, Karaan and Howl-dhaag.).The purpose of the training is to impart knowledge and skills that would enhance the capacity of the DHMTs in health service management. In fact the training would enable them to effectively implement health services as well as provide oversight during implementation of the Health Sector Strategic Plan (HSSP) and the District Implementation Plans (DIPs).

The objectives of this consultancy is to train DHMT members to enable them:

- Function better within the prevailing and changing policy and reform context
- Play an active and proactive role in pursuing Health-for-All objectives in their districts
- Strengthen their performance as leaders, managers and team members in managing a district Health system

2. Main Goal

The primary goal aims at strengthening leadership and management capacity of DHMT members through competence training to enable them acquire appropriate competences and skills in leadership and management to improve the health system performance.

3. Main Tasks of the DHMT training/Institution

The consultant will develop a simple but comprehensive training manual following WHO training modules on DHMT as part of the first deliverable. IRC will feedback on any modifications that are required before the manual and the work plan are signed off. IRC should be consulted and will be part of the coordination processes at all stages. The institution will specifically have briefing and debriefing meetings with IRC and the MoH at the commencement and conclusion of the training.

4. Key Deliverables Expected (in 11 days) : 8days of training, 2 days of travels and 1 day of report writing

- Initial inception report detailing the methodology to be used to train DHMT members, review and develop training manual. IRC will require approval of the proposed strategies to be used and any tools to be incorporated before the consultancy can begin.
- Provide training feedback at the IRC/MoH field and Nairobi level.
- Draft and compile a final report of the training for DHMT members and mentorship framework/approaches recommended.
- Develop a specific activity plan in advance (*For the purpose of monitoring*) that will be shared with key staff for subsequent dissemination.

5. Education Required Skills and Experience

- A credible institution with qualified staff with relevant qualifications in health and experience in training DHMT members on leadership and management
- Broad knowledge and understanding of health sector reform and District health systems in Africa.
- Minimum of 5 years' experience in training
- Sound understanding and application of training and mentorship concepts, methodologies and tools.
- Good analytical and report writing skills.
- Fluent in spoken and written English.
- Good leadership, communication and facilitation skills.

6. Minimum criteria for submission of the proposal for the BID

- The institution should submit a technical and a financial proposal and is expected to demonstrate that it has a track record of not less than five (5) years of experience executing similar assignments.
- As part of the inception report, provide a detailed mode of work, methodology, key information sources to be used, and institutions / organizations to be consulted in undertaking the task.
- Qualifications as specified in section (5) and proven experience in conducting such assignments.

7. Contractual issues

The IRC will provide the following at no cost to the consultant:

- Travel costs (to and from – Nairobi and within Somalia). However no costs associated with preparing the application including proposal submission will be met by IRC.
- The consultant / team must comply with the IRC rules and procedures related to security and relations with the media.

- The consultant/ team must respect the ethics related to evaluation practice.
- Security would be provided and organized by the IRC team.

Documents of reference (To be availed by IRC)

- Relevant project documents as deemed necessary

Others

The consultant will work closely with IRC's Senior Health Coordinator, Focal person from the MoH and liaise with the IRC Field team in Mogadishu Somalia.

HOW TO APPLY

*If you feel you/your organization fit the required profile and are available for the assignment
Please submit a short technical proposal providing detailed budget breakdown, along with brief technical
bio data of the core team members and evidence of similar work undertaken recently. Submit via email to
SO-Procurement@Rescue.org.*

Only accredited institutions should apply.

Applications will be reviewed on a rolling basis. Previous applicants should not re-apply.

Application Deadline: 23rd June, 2017