



**World Health
Organization**

EXPRESSION OF INTEREST

TERMS OF REFERENCE FOR A LOCAL CONSULTANT TO SUPPORT MINISTRY OF HEALTH IN THE REVITALIZATION OF MBALE MANPOWER DEVELOPMENT CENTRE

Background

World Health Organization works as body of the United Nations (UN) system, responsible for directing and coordinating health. The goal of the organization is to build a better, healthier future for all people in the world and its staff work closely with governments and partners to ensure the highest attainable level of health for all people.

Health Manpower Development Centre (HMDC) Mbale was established in 1982 as a National In-service Training Centre with a mandate of developing in-service training programs for health workers' continuous professional development. From its inception (1984- 2005), the HMDC contributed significantly in continued professional development of health workers, with support from development partners such as AMREF, CIDA, AND DANIDA. However, the vibrant in-service training programs came to a standstill following the end of project support.

As a result, several trainings have been done outside of the Institute. Results from these trainings have proved inadequate and uncoordinated, resulting in minimal impact. The WHO would therefore like to support revitalization of the Institute to ensure a more coordinated In-Service Training for the Country.

Because of the important role it played and can still play in the continuous professional development of health workers, the Ministry of Health intends to revitalize the Centre. The development of a strategic plan was commissioned as part of the revitalization plan.

WHO on behalf of the MOH is seeking services of a local consultant to undertake this assignment as per the Terms of Reference Below. The local consultant will work in close collaboration with the MOH and WHO to ensure the exercise is successfully done within the stipulated timeline. The consultant will be answerable to the Commissioner of Human Resource Management at the Ministry of Health.

Terms of reference for the consultant

The consultant will work closely with the Human Resource Management of the Ministry of Health, The Human Development Centre, Mbale, The World Health Organization and any other relevant organizations and institutions. The consultant will be answerable to the Commissioner of Human Resources for Health at the Ministry of Health.

- Conduct a Baseline Analysis of the HMDC
- Establish the capacity of the HMDC in terms of human resources, infrastructure, equipment etc., to perform its functions.
- Assess the capacity of satellite centers of the HMDC to deliver their mandate
- Provide a comprehensive report of the findings of the baseline analysis, including sustainability concerns. Present the report at national level meeting for discussions and validation.
- Draw a roadmap for implementations.

Deliverables

1. Baseline assessment report
2. Implementation Roadmap

Timeline

The activity is planned for October/November 2018 for a period of two months during which time all deliverables including the proposal must be completed.

The candidate is required by the end of September 2018.

Required Qualifications:

Master's in Public Health, Health Administration or related field; and a minimum of five years of experience contributing to training programs and providing a lead role in curriculum development processes, to include roles in complex, multi-faceted initiatives. Five or more years of working experience in low resource settings.

Past experience demonstrating:

- Knowledge of public health principles and practices relevant to addressing prevalent health issues in low resource settings.
- Advanced knowledge of program management principles and practices related to public health program design and implementation in Uganda.
- Advanced level knowledge of the principles and practices of instructional design and adult learning.
- Experience working effectively with clinicians, technical experts, and government officials.
- Experienced at working collaboratively guided by priorities set in-country.
- Skill at communicating with colleagues from a variety of cultural and technical backgrounds in a respectful and diplomatic manner.
- Skill in flexible and independent problem-solving.
- Exceptional writing skills.
- Strong analytical skills; ability to synthesize complex data and present it in a clear, logical, appropriate format for a range of target audiences.

Bidding Procedure

Sealed bids of expression of interest with attached CV, copies of academic papers, and copies of evidence of having undertaken similar work should be submitted to World Health Organization on Plot 60 Prince Charles Drive, Kololo, Kampala.

The bids should be addressed to;

**The Operations Officer,
World Health Organization-Uganda
Plot 60 Prince Charles Drive, Kololo,
P O Box 24578 Kampala - Uganda**

Closing Date: Two weeks from the date of the advert