



Meghalaya Health Systems Strengthening Project

Government of Meghalaya



No: DHS/H-3/MHSSP/Hiring/2022-23 (CII)

Date: 12.06.2024

Expression of Interest

The Meghalaya Health Systems Strengthening Project (MHSSP) under the DoH&FW, Government of Meghalaya is inviting eligible consultants to apply for the post of Regional Health and Family Welfare Training Centre (RHFUTC) cum State Health Systems Resource Centre (SHSRC) Consultant to provide support to Regional Training Centre in strategy development, program planning, support for innovation and change management and also provide technical assistance and build capacity for strengthening of health systems in the state. The detailed Terms of Reference for the post can be downloaded from the Project website:

<https://www.meghssp.org> under the Recruitment tab. Please note the last date to receive the application is on or before 5:00PM of 22nd June 2024

Sd/-

Ramkumar S, IAS
Project Director, MHSSP

The document is digitally approved. Hence signature is not needed.



Meghalaya Health Systems Strengthening Project

Dept. of Health & Family Welfare, Government of Meghalaya

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TERMS OF REFERENCE FOR RHFWTC cum SHSRC CONSULTANT UNDER THE MEGHALAYA HEALTH SYSTEMS STRENGTHENING PROJECT (MHSSP)

RFP: RHFWTC cum SHSRC Individual- Consultant

Introduction to the Project

Meghalaya, a small state in the North East India, carved out of Assam in 1972, has a Legislative Assembly and three autonomous Hill Councils, covering all 11 districts. With a population of 3 million (2011), the state is on average poorer than rest of India, but more equitable, as only 12 percent of the population live below the national poverty line in comparison to 22 percent at the national level (2011-12). The state is predominantly rural (80 percent), with a hilly terrain, rapid urbanization and poor connectivity. With 86 percent of the population categorized as Scheduled Tribe, Meghalaya's main ethnic communities are the Khasis, the Garos and the Jaintias. The complexities in the governance structures provide unique challenges to social and health outcomes, that need local solutions.

The Government of Meghalaya is committed to improving the health status of its citizens. Despite considerable challenges, the state has shown progress in various health indicators over the last decades. To further accelerate the progress, the Department of Health and Family Welfare (DoHFW), Government of Meghalaya with technical and financial support from the World Bank, is implementing 'Meghalaya Health Systems Strengthening Project' (MHSSP) in the state. The MHSSP intends to improve accountability, quality and utilization of health services in Meghalaya, especially among public facilities at primary health center (PHC), community health center (CHC) and district hospital levels. In order to achieve its objectives, the MHSSP will over the next five years adopt a system approach to combine results-based financing and input-based financing with the aim of achieving enhanced performance management in the public sector.

The project activities are structured across 4 broad areas, while the first three address different parts of the project development objective (Accountability, Quality and Utilization), the fourth area is related to Contingent Emergency Response Component. The details are as under:

Area 1: Improve accountability and strengthen governance through Internal performance agreements:

This will support the creation of an enabling environment for reforms at each level (state, district and sub-district), enhance performance of the DoHFW and its subsidiaries, and improve efficiency of the public health administration.

Area 2: Strengthen Systems to Sustain Quality of health service: This will focus on improving the quality of care through a comprehensive quality assurance for health service; augmenting systems related to human resource management, bio-medical waste management, procurement and supply chain, and project management capacity.

Area 3: Increase coverage and utilization of quality health services: This will mainly focus on increasing the coverage of the state health insurance program, pilot for strengthening primary care response through the Health and Wellness Centers, strengthening community interventions and engagement.

Area 4: Contingent Emergency Response Component: A mechanism for provision of immediate response to an Eligible Crisis or Emergency, as needed.

Job Title	RHFWTC cum SHSRC Consultant
No. of Positions	1 (one)
Duty Station	Shillong
Organization	Meghalaya Health Systems Strengthening Project (MHSSP)

Scope of Work:

The consultant will be working under the Meghalaya Health Systems Strengthening Project (MHSSP) under the Department of Health and Family Welfare, Government of Meghalaya. As consultant for Regional Health and Family Welfare Training Centre (RHFWTC) cum State Health Systems Resource Centre (SHSRC) and he/she will provide technical assistance and build capacity for strengthening of health systems in the state and act as support to Regional Training Centre in strategy development, programme planning, support for innovation and change management.

Key Responsibilities:

A. Regional Health and Family Welfare Training Centre

1. Develop an operating framework and foster a shared vision among stakeholders in the department.
2. To work with the Principal and training team of the Regional Health & Family Welfare Training Centre (RHFWTC) to
 - a. Prepare Competency Mapping for the Key cadres of the health care workforce.
 - b. Prepare Training programs and materials for those identified competencies.
 - c. Implementation of such training programs for their competence building.
3. To work with the Principal and training team of the Regional Health & Family Welfare Training Centre (RHFWTC) to
 - a. strengthen their training protocols
 - b. develop an annual training calendar that encompasses competence based and National Health Program based skills.
 - c. build capacity of trainers at the state and district levels among all health care staff cadres, and
 - d. develop a robust monitoring and evaluation system.
4. Support RHFWTC to build a comprehensive E-Learning systems.
5. Ensure proper coordination, implementation and evaluation of all health-related training in the state.

B. State Health Systems Resource Centre

Liaison with other SHSRC Team Members and provide support on strategic planning and systems approach to address the challenges related to improving healthcare in the state.

Appointment:

The appointment will be contractual for a minimum duration of 1 year which may be extended based on performance and mutual agreement.

Place of Posting:

Shillong, Meghalaya MHSSP office. Travel across the State is expected.

Desired Educational Qualification and Experience:

1. MBBS with MD Community Medicine/Community Health Administration/Public Health or equivalent from recognized and reputed universities/ institutions.
2. Research experience in maternal and child health.
3. Minimum 12 years of experience in managing health systems strengthening, research and managing training institutes and Public Health Programme.
4. Experience in monitoring and evaluating of a project
5. Experience in the following: Documentation, data analysis, and developing research study/evaluation of protocols
6. Ability to create collaborations between public health systems and higher centers of treatment not available locally
7. Familiar with the usage of digital health reporting systems
8. Experience in building centers of excellence in public health with knowledge of curriculum design, instructional methods, and training techniques.
9. Experience of working in a teaching/training institution or Public Health Programme at National /State level

Selection Process:

For the selection of the Candidate, 80% weightage will be given to the suitability of the candidate based on the above parameters, and 20% weightage will be given to the remuneration sought by the candidate.

Deployment:

The Selected Candidate would be required to travel extensively within the State. The Selected candidate would be paid a monthly remuneration/professional fee. Costs relating to official travel etc. will be borne by MHSSP.

Submission of Offer:

Offers for the position should include a detailed resume with supporting documents (including salary slips/invoices of previous work experience), a write-up on the candidate's suitability for the assignment, and expected remuneration. The Offer must reach MHSSP electronically (pmu.admin@meghssp.org) with the subject line- Applying for the post of RHFWTC cum SHSRC Individual Consultant on or before 5:00PM of 22nd June 2024. Each Application submitted electronically would be acknowledged and the same will constitute proof of submission.