



Meghalaya Health Systems Strengthening Project

Government of Meghalaya



No. DHS/H-3/MHSSP/Hiring/2022-23 (L)

Dated: 14.03.2023

ADVERTISEMENT

Applications from citizens of India are urgently required for appointment on a contractual basis for filling up the following post as given below for the **Meghalaya Health Systems Strengthening Project (MHSSP), Meghalaya.**

Sl. no	Name of Post	No of Post	Remuneration	Essential Qualification and Experience	Place of Posting
			(INR)		
1	Project Manager (IPA)	2	Starting 60,000.00 (Which may increase as per MHSSP norms)	Master's degree in Nursing/Hospital Administration/Health Care Management/Public Health/Business Administration/Financial Management. Computer proficiency and familiarity with MS Word, Excel, and PowerPoint. Minimum 5 years of experience in managing, monitoring, and supervising projects	Shillong and Tura

Qualified and interested candidates can submit their applications electronically through **Google Form** (Link below)

only on or before **4:00pm of the 25th March 2023**, with soft copies of their bio-data, certificates and job experience. The Terms of Reference for the above post can be downloaded from the NHM Meghalaya website under MHSSP Recruitment or you can visit the MHSSP website (<https://meghssp.org>). The applications of the candidates will be screened and intimated in due course. For any future information updates, candidates are to check our website from time to time.

Terms and Conditions:

1. All biodata and testimonials (incl. CV/Resume) are to be scanned and forwarded in a **single PDF file**.
2. The competent authority may relax the minimum years of experience if the number of candidates meeting the requirement is less
3. All applicants are required to fill the Google form via <https://tinyurl.com/IPA-MHSSP>

Sd/-

Ramkumar S, IAS
Project Director, MHSSP



Meghalaya Health Systems Strengthening Project

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TERMS OF REFERENCE FOR PROJECT MANAGER (IPA) UNDER THE MEGHALAYA HEALTH SYSTEMS STRENGTHENING (MHSS) PROJECT

Introduction to the Project

Meghalaya, a small state in 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 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 the 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 the 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 the provision of immediate response to an Eligible Crisis or Emergency, as needed

TERMS OF REFERENCE FOR PROJECT MANAGER (IPA)

<u>Title:</u>	Project Manager (IPA)
<u>Duty Station:</u>	Shillong and, Tura, Meghalaya Field visits are part of the job profile
<u>Duration of Assignment:</u>	2 years, but renewal every year based on performance.
<u>Direct Supervisor:</u>	Project Director, MHSSP
<u>No of vacancies:</u>	2 (Two) <u>(1-Khasi-Jaintia and 1-Garo Region)</u>
<u>Salary:</u>	Starting Salary of INR 60,000 which may increase based on experience and qualification as per MHSSP norms

Introduction to Results Based Financing MHSSP:

The main objective of the project is to improve the management capacity and quality of health services in Meghalaya. The project aims to improve the quality and access to health services as well as strengthen governance and management capacity in the health system. The project is innovating inputs- and result-based financing to achieve the project objectives over the five-year project duration. The project aims to accomplish its objectives through strengthening management and accountability through Internal Performance Agreements (IPA) - this is results-based financing to improve the quality of health services delivered through health facilities that are eventually certified through Quality certifications. It also aims to enhance the quality of health services and support innovations through inputs-based financing targeted towards health infrastructure strengthening, human resources for health, bio-medical waste management, clinical knowledge, skills improvement and nursing education, in addition to other pilot innovations.

QUALIFICATIONS:

Master's degree in Nursing/Hospital Administration/Health Care Management/Public Health/Business Administration/Financial Management.

Computer proficiency and familiarity with MS Word, Excel, and PowerPoint.

Experiences:

Minimum 5 years of experience in managing, monitoring and supervising projects

JOB RESPONSIBILITIES:

1. Provide technical support to the PMU towards development, implementation and evaluation of Internal Performance Agreements (IPA) in the state
2. Facilitate the organization of regular participatory mechanisms for assessment of IPAs in the state by all relevant stakeholders.
3. Provide technical assistance to the PMU, State and District level administrative units and assigned health facilities towards implementation of 'quality' assurance programs such as National Quality Assurance Standards (NQAS)
4. Facilitate the organization of capacity building (training) events for all concerned stakeholders of the project.
5. Provide technical support for the implementation of Internal Performance Agreements (IPA) by conducting training and capacity building of:
 - i. IPA units
 - ii. IPA assessors
 - iii. PMU staff including District Quality Assurance Associate (DQAA)
6. Provide technical support in implementation of Internal Performance Agreements (IPA) by
 - i. Conducting regular field visits for monitoring and evaluation of IPA units along the IPA framework and other 'quality' programmes.
 - ii. Extend support and guidance to the health facilities/ IPA unit in preparation of Internal Performance Agreement (IPA)'s Action plans and its implementation.
 - iii. Preparing monthly/quarterly data compilation and report writing related to IPA assessments.
 - iv. Verification of the reported data from the districts on quarterly basis and submission of verified data to the state.
7. Facilitate the rollout and implementation of the assignment Clinical Vignettes in the districts.
8. Support in developing, designing, and continuously monitoring of performance measurement and evaluation framework for IPA and the project in general including resources needed for implementing corrective actions for quality assurance.
9. Provide technical advice and support to the project in innovative service delivery models.
10. Draft necessary technical reports and documents as per the requirement of the Project Director, MHSSP, and to assist in preparation, organization and following up of MHSSP organized meetings.
11. Overall management of the project in other areas relating to health strengthening.
12. Any other tasks assigned by the Project Director.

Required Skills:

1. Demonstrating/safeguarding ethics and integrity;
2. Plans, coordinates, and organizes workload while remaining aware of changing priorities and competing deadlines;
3. Sense of curiosity and willingness to build skills while working;
4. Excellent IT skills, including a working knowledge of presentation software packages, preferably Microsoft Office Word, Excel and PowerPoint,
5. Ability to review data, identify and adjust discrepancies;
6. High competency of secondary data research, via online articles, databases, tools, etc.
7. Excellent command of the English language, both verbal and written.