



AFRICA CDC
Centres for Disease Control and Prevention
Safeguarding Africa's Health



**UK Health
Security
Agency**



Request for Proposal: Consultancy Service (5 positions)

Project Name - MAPPING HEALTH WORKFORCE LANDSCAPE IN AFRICA

Background

Medics.Academy is an internationally established Medical Education Technology company, that was originally founded to help solve the global workforce crisis in healthcare and is currently serving as a logistics supplier for the International Health Regulations Project of UK Health security Agency. Medics.Academy is currently recruiting 5 consultants across the five regions of Africa on behalf of African Centres for Disease Control and Prevention (Africa CDC) with the support from the International Health Regulations Project, funded under the UK Official Development Assistance (UK Aid).

In January 2017, the African Union (AU) formally launched Africa Centres for Disease Control and Prevention (Africa CDC) as a new, specialised technical institution of the AU. The mandate of the Africa CDC is to strengthen the capacity, capability, and partnerships of Africa's public health institutions to prevent, detect and respond effectively and efficiently to disease threats and outbreaks based on science, policy and data-driven interventions and programmes.

Within its strategic pillar of Public Health Institutes and Research, Africa CDC aims to increase the number and skills of public health professionals in Africa. Africa CDC is mandated through Article 3 of its governing statute to "support Member States in capacity building in public health through medium and long-term field epidemiologic and laboratory training programmes".

In 2018, Africa CDC created a Task Force for Workforce Development comprising representatives from the Member States, public health organisations, academia, and global health agencies. The Task Force developed the Framework for Health Workforce Development with specific steps for developing the health workforce in four areas: field epidemiology, laboratory leadership, public health informatics and the institute for health workforce development – an online academy to bridge the classroom gap.

In 2021, the African Union (AU) called for urgent implementation of the new public health order (NPHO) for Africa, which has the four main pillars: strengthening public health institutions; expanding the public health workforce; continental collaboration to develop and improve African manufacturing capacity for therapeutics, vaccines, and diagnostics, collaboration and respectful, action-oriented partnerships that include engaging with the private sector. The public health order will be a catalyst to improve African population health and accelerate progress towards Africa's Agenda 2063.

The first Conference on Public Health in Africa 2021 (CPHiA2021), held 14-16 December 2021, further emphasised developing strategies to accelerate and prioritise the implementation of the new public health order. Furthermore, the Ramaphosa Commission Progress brief in February 2022 reported the formation of the African Union Hub for African Public Health Workforce Task Team as a first step to address the NPHO public health workforce pillar. The Task Team will work closely with the Africa CDC to map and develop a roadmap for the effective implementation of the Africa CDC's framework for health workforce development.

In adopting a systematic approach and to measure progress towards achieving Africa's health workforce stated goals, it is essential to develop a baseline health workforce status report.

Objectives

To ensure that Africa CDC effectively delivers this mandate in a timely manner, the Africa CDC therefore seeks consultancy services to map and document Africa's health workforce landscape comprehensively with particular emphasis on the size and composition of the relevant health cadres in the continent. The specific objectives of this assignment are as follows

- To define terminologies and definitions used in describing the health workforce.
- To document the number and types of cadres of health workforce on the continent
- To identify the number of health workforce training programmes
- To estimate the number, types and geolocation of institutions involved in training health workforce in Africa
- To identify partners involved in training health workforce on the continent
- To identify gaps, barriers, and enablers of health workforce development on the continent

Scope

The mapping will include the five geographic regions of the African Union and have information from the AU 55 Member States. A consultant will be assigned to each region. Five Individual Consultants will be recruited to support countries in the five African Union regions All Consultants will have similar scope of work in the regions they will be assigned. Applicants should indicate to which RCC he/she is applying.

The regions are comprised of the following member countries:

- **Eastern Regional Coordinating Center** (Djibouti, Somalia, Ethiopia, Kenya, Tanzania, Madagascar, Sudan, South Sudan, Uganda, Seychelles, Rwanda, Eritrea, Mauritius, Comoros)
- **Southern Regional Coordinating Center** (Angola, Botswana, eSwatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe)
- **Central Regional Coordinating Center** (Burundi, Cameroon, CAR, Chad, Congo, DRC, Equatorial Guinea, Gabon, SaoTome & Principe)
- **West Regional Coordinating Center** (Benin, Burkina Faso, Cabo Verde, Cote D'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Lone, Togo)
- **North Regional Coordinating Center** (Algeria, Egypt, Libya, Mauritania, Morocco, Sahrawi, Tunisia)

Under the guidance of the Head of Division of Public Health institutes and Research Division of the Africa CDC as well as in collaboration with the Institute of Health Workforce; the consultant shall

1. Develop a scoping document describing locations to be visited and the timelines.
2. Develop a detailed data collection instrument to capture key variables of training institutions, type of training programmes, cadres, duration of the training, and locations, among others.
3. Develop a detailed data collection instrument to estimate the number and cadre of health workforce on the continent.
4. Conduct a regional desk review to identify available literature on different cadre of health workers, current health care workers per each cadre, type of training institutions by geo location, etc
5. Conduct field visits to selected training institutions – as described in the scoping document – to yield more insights through structured interviews with key stakeholders.

Deliverable

A detailed report of the health workforce landscape. The report should capture, among others, a comprehensive lexicon that describes the various cadres and estimated number of the health workforce;

accurate estimate of health workforce training programs; and implementing partners or stakeholders with their roles clearly articulated.

The data collection variables will guide all data analysis, and the consultant is also expected to provide

A digital copy of clean raw data collected for the mapping exercise

Duration Of Work:

This contract shall be for six (6) months with the possibility of an extension based on identified and justified needs, performance and availability of funds.

Work timeline breakdown guidance

Activity	Duration	Deliverable	
Desk review, develop scoping document and data collection tool	1 Month	Desk review report, Scoping document, and Data collection tool	15%
Field Visit Report	2 Month	preliminary field visit report with key findings	35%
Data analysis and report writing	1 Month	Final detailed report of the health workforce landscape	15%
Presentation of key finding to stakeholders	1 Month	Presentation of key finding to stakeholders	15%
Final report submission	1 Month	Final Report Submission	20%

Throughout the work duration, the consultant shall work within the AU regulations. The consultant will maintain a day-to-day contact with the Africa CDC Head of Division of Public Health institutes and Research or their representative.

Duty Station:

The consultant shall work from his preferred location, with necessary travel to countries in the region

Qualification and Experience

- At least an advanced university degree (PHD) in public health epidemiology, reproductive health, or related fields with at least 7 years relevant work experience. or
- A Master's Degree in public health epidemiology, reproductive health, or related fields with at least 10 years of relevant work experience.

OTHER REQUIREMENTS

- A minimum of 7 to 10 years of experience in consultancy relating to public health workforce development
- Demonstrated skill in the development of training curriculum, training modules, and workforce development strategies
- Experience in setting up training institutions and training programs
- Clear understanding of the health systems on the Continent and fair knowledge of operations of the Ministries of Health in Member States.
- Knowledge and experience in supporting public health Workforce development projects and programs

under government ministries and external donors.

- Understanding of the African Union's way of working and managing associated
- Relationships with Member States and partners is an asset.
- Working experience with international organizations preferably in Africa
- Strong research, scientific writing, and communication skills
- Demonstrated project planning and management skills for organizing, coordinating, negotiating, and executing projects from conception through implementation.
- Knowledge and understanding of management and operational policies, procedures, and systems supporting critical and routine program operations in public health or another public sector context.
- Excellent administrative skills including record keeping and ability to work with minimum supervision.
- Excellent oral and written communication skills in English, French, Portuguese, or Arabic depending on the region you are applying for; communication skills in additional AU working languages will be an added advantage
- Computer literacy in the use of office applications (e.g., office software packages; MS Word, Excel, PowerPoint, or equivalent)
- Excellent diplomatic, representational, inter-personal and communication skills, and ability to interact with stakeholders and decision-makers in technical and other professional settings.
- Reliable and responsible personality and capacity to work under demanding professional circumstances and in an international environment.
- Ability to work in multicultural environments and ease in interpersonal relationships.
- Proven ability to work under pressure, stay on track and meet deadlines.

PERFORMANCE CRITERIA

- The performance of the consultants will be evaluated on a monthly basis. The criteria used to measure performance will be
- Timely implementation of activities.
- Ability to meet deadlines in terms of reporting.
- Quality of the implementation of the assigned tasks

EVALUATION AND QUALIFICATION CRITERIA

1. General Education Qualification and Relevant Training (20 points)
2. Experience Related to the Assignment (40 points)
3. Technical approach and methodology (20 points)
4. Work plan (10 points)
5. Language (10 Points)

Remuneration:

Remuneration is payable on a monthly basis. It is negotiable, based on qualifications and experience and the applicable AU rates for the level of the consultancy. Fees payable do not include costs associated with project-related travels, coordination/organization of project-related activities and events, stakeholder dialogues, consultations, and workshops. These costs will be met by Africa CDC and its Partners.

Interested candidates are requested to submit the following documents for Africa CDC's consideration:

- a) Technical Proposal not exceeding 3 pages on:
 - understanding and interpretation of the TOR
 - methodology to be used in undertaking the assignment
 - time and activity schedule
- b) Personal Capacity Statement
 - Relevant experience related to the assignment (include samples of two most recent similar works and/ or references for the same)

- Contacts of at least 3 organisations previously worked for
- Curriculum Vitae of the Consultant (s)
- c) Financial proposal not exceeding 1 page
- Consultant's daily rate in US\$
- Other costs e.g., travel
- Total cost

Interested candidates are requested to submit the following 4 documents for the Africa CDC's consideration:

- 1) Technical Proposal not exceeding 3 pages on
 - understanding and interpretation of the TOR
 - methodology to be used in undertaking the assignment
 - time and activity schedule

2) Personal Capacity Statement with:

- a) Relevant experience related to the assignment (include samples of two most recent similar works and/or references for the same)
- b) Contacts of at least 3 organisations previously worked for

3) A financial proposal as outlined above

4) Curriculum Vitae of the Consultant (s)

Invitation

Medics.Academy invites qualified individuals and organizations to express their interest in providing the service. Candidates should provide the 4 documents explained above, demonstrating that they have the required qualifications and relevant experience to perform the service.

Further information can be obtained by sending an inquiry to ukhsa@medics.academy

Response to the Call

Please note that all submissions can be provided in English, French, Arabic and Portuguese.

Deadline for application is Wednesday, February 1st, 2023 - 00 hrs GMT

*ONLY successful candidates shall be contacted for an interview.