

WEST AFRICAN HEALTH ORGANISATION (WAHO)



USAID West Africa Support to WAHO



CAPS Project

RECRUITMENT OF A SPECIAL ADVISOR FOR CAPACITY BUILDING AND ORGANISATION DEVELOPMENT

TERMS OF REFERENCE

Background and Rationale

One of the priority programs of the 2016-2020 Strategic Plan of the West African Health Organisation (WAHO) is to strengthen the Organisation's Institutional Capacity. An assessment of WAHO's ability in implementing priority programs of the strategic plan revealed a significant gap in capacity, particularly in the area of leadership and governance. Thus, it became apparent that in order for WAHO to serve as an innovative leader in health in the region, this capacity gap had to be promptly addressed.

To address the identified gap, WAHO in combination with its own capacity strengthening initiatives, is currently collaborating with the United States Agency for International Development (USAID) in the USAID-funded Leadership Capacity Strengthening (CAPS) Project. With the CAPS Project, USAID seeks to support WAHO in strengthening its institutional capacity to become the lead health institution in the region for policy harmonization and advocacy and promoting public-private partnerships for health. In addition, the CAPS project enables WAHO to efficiently identify, share, and support the scaling-up of best practices in health in West Africa; and to operationalize the ECOWAS regional Health Information Systems policy.

The urgent need to strengthen the institution's capacity in leadership and governance further allows WAHO to effectively implement the remaining activities of the 2016-2020 Strategic, namely:

- Maternal, Child and Adolescents Health
- Quality Standards and Centres of Excellence
- Pharmaceuticals (Medicines and Vaccines)
- Prevention, Control of Communicable and non-Communicable Diseases
- Health Information
- Capacity building, strengthened networks and sustainability

It is against this background that WAHO with the support of USAID/WA seeks to hire a Consultant to help strengthen its human resource capacity, particularly in the areas of leadership and governance.

The work of the consultant will assist WAHO to:

- Re-activate the Leadership, Management and Governance (LMG) strategy, and consolidate the gains of the project,
- Improve the Leadership and Governance structure within the institution and in the ECOWAS Member States.

General Objective

The Consultant shall assist WAHO in the implementation of a full range of activities to improve performance and enhance leadership, management, and governance.

Specific objectives

- Strengthen WAHO and Member States' capacity in Leadership and Governance
- Train trainers in Leadership and Governance
- Strengthen WAHO's communication capacity
- Provide technical support to the DG
- Provide support in developing proposals for resource mobilization

Expected outcomes

- WAHO's ability to coordinate and manage different funding sources with regards to capacity building strengthened;
- Technical support provided to the DG;
- WAHO's ability to prepare proposals for resource mobilization strengthened;
- WAHO's and countries' capacity in Leadership and Governance strengthened;
- WAHO's communications capacity strengthened.

Duration and Location of the Consultancy

- During the period of the assignment, the Consultant will be based at WAHO head-quartered in Bobo-Dioulasso.

- WAHO will provide the necessary technical/logistical support (i.e. working space, access to email, internet, etc.).
- The Consultant is for a period of 12 months, with the possibility of **renewal for another 12 months based on availability of funds and satisfactory performance.**

Key skills, technical background and experience required

1. A Master's degree or higher qualification in Management, Business Administration, Public Health, Finance, Health Economics, Economic Policy Management or any other relevant field from an accredited university;
2. Additional certificate/qualification in Human Resource Management would be an advantage;
3. Demonstrable experience in capacity building or performance improvement for local organizations/institutions;
4. At least seven (7) years' experience in the development, implementation, monitoring and evaluation of capacity building policies;
5. A sound knowledge of the socio-economic situation of the ECOWAS region;
6. ECOWAS citizen with proficiency in one of the ECOWAS official languages (English/French/Portuguese), supported with evidence. Knowledge of a second or third language will be an advantage;
7. Proven supervisory and management skills;
8. Demonstrable experience in capacity building or performance improvement for organisations or institutions;
9. Experience working with donor institutions will be an advantage.

Female candidates are strongly encouraged to apply.

How to Apply

Qualified candidates are requested to submit a letter expressing their interest, clearly marked, '*Capacity Strengthening Consultant (focus on leadership, governance, etc.)*', together with a CV to the address below by **30 July 2020 at 12:00 hours GMT** Burkina Faso local time.

LATE EXPRESSIONS OF INTEREST WILL NOT BE CONSIDERED.

The letter should be addressed to:

The Director General
West African Health Organisation
Email: wahooas-tenders@ecowas.int