World Health Organization

Request for Proposals (RFP)

ACO KGZ

Position Title	Human Resources for Health Consultant
Deadline	13 June 2024 18-00 PM

The World Health Organization Country Office in the Kyrgyz Republic is looking for a national expert to produce a report on Health Labour Market Analysis in Kyrgyzstan.

Please send us a proposal for the provision of services in response to this request for proposals. The offer must be submitted in English.

I. Instructions for drafting an offer: The package of proposals should be presented in detail and structured so that it includes the following documents:

1. Cover letter

2. Resume

II. The terms of reference are presented below. Requested documents must be sent to the WHO Country Office in the Kyrgyz Republic no later than 12 June by 18.00 Bishkek time ("closing date") to the following email address: eukgz@who.int with the subject "Application for the position of HRH Consultant".

Any proposal received by WHO after the proposal deadline date may be rejected from consideration. Please note that WHO is under no obligation to select individual experts and may reject all proposals. The award of the required type of contract will be based on proposals deemed to be the most appropriate to the needs of the Organization and the activities concerned (based on technical knowledge and financial assessment). Only the selected expert will be contacted within 15 working days from the closing date for further procedures.

WHO is in no way obligated to disclose or discuss with any individual expert how a proposal was evaluated, or provide any other information relating to the evaluation/selection process, or indicate reasons for exclusion to any applicant.

We look forward to your response to this request for proposals.

Sincerely,

WHO Country Office in the Kyrgyz Republic

Terms of Reference
Human Resources for Health Consultant
Kyrgyzstan WHO Country Office

The consultancy is ordered by:

Unit:	ACO/KGZ
Department:	HSS

1. Purpose of the Consultancy

The consultant will provide support to the WCO on producing a report on Health Labour Market Analysis in Kyrgyzstan. This work will be based on WHO's agreed upon technical assistance with the Division of Human Resources for Health and Legal Support of the Ministry of Health of the Ministry of Health of the Kyrgyz Republic. Targeted technical assistance is required related to the analysis of the health workforce situation and Human Resources for Health (HRH) policies.

In this role, the consultant's duties will include:

(i) research and analysis related to key technical areas of the knowledge program, including a summary literature review of Human Resources for Health (HRH) literature and policy in Kyrgyzstan, as well as related to national HRH policy and planning;

(ii) analysis of data and plotting graphs and tables,

(iii) participate in meetings of the Technical Working Group-TWG- and policy dialogue, and

(iv) additional support to the HLMA based on request and agreement with supervisor.

2. Background

Kyrgyzstan is facing challenges related to the labour market in the health sector such as deficit of health workers, working conditions, education, financing, migration and regional imbalances of HRH distribution. The mismatches behind the dynamic of the supply and demand of health workforce are reflected in low salaries and low career opportunities impacting health workers motivation. As committed under the State Health Program "Healthy Person-Prosperous Country" and WHO Country Cooperation Strategy up to 2030, HRH is a priority area for the country.

The Ministry of Health of Kyrgyzstan has requested WHO to assist in conducting a Health Labour Market analysis to generate evidence to inform policies aiming at improving health workforce availability, distribution and quality. MoU issued an order #416 in April 2024 to advance HLMA process.

3. Work to be performed

Under the direct supervision of the WCO, and the technical guidance of the WHO EURO and HQ Health Workforce Department/HLM unit, the consultant will be responsible for:

Output 1: Report on data analysis and excel with graphs

Report analysing the data and including graphs, tables and charts to guide the analysis. This report will characterize the health workforce within the health facilities and the health system. It will identify key trends, opportunities, and challenges. It will also include data limitations.

This output will also include a PPT with key graphs and tables.

Output 2: Report of the Health Labour Market Analysis

This report includes the different elements behind the dynamics of the demand, supply and mismatches of a HLM. It will frame the analysis withing the key policy questions identified by the TWG. It will also incorporate synthesis of relevant institutional and health policy framework. This report will incorporate comments from the TWG and from the policy dialogue. This final report will incorporate information from Output 1.

Output 3: Contribute to selected products and activities for the HLMA.
Participating to the Technical Working Group, technical discussions with the team and policy dialogue. Produce power point presentations for the TWG and policy dialogues, and summary of comments from the meetings.

4. Technical Supervision

The consultant will work under the supervision of WHO Country Office Kyrgyzstan with technical coordination and inputs provided by WHO HQ.

5. Timelines
Start date: 25/06/2024   End date: 30/10/2024

6. Specific requirements
- Qualifications required:
Essential: Master's degree in Public Health or Health Economics, Public Policy, Political Science

- Experience required:
Essential: At least 5 years' experience working in health sector or areas related to HRH.
Desirable: Country experience with HRH issues. Experience on doing a labour market analysis.

- Skills / Technical skills and knowledge:
- Proven ability to manage excel and produce graphs
- Proven ability to conduct qualitative and quantitative research on issues related to HRH.
- Proven ability to write and communicate effectively to both specialists and non-specialists in the field of global public health.
- Ability to work harmoniously with international and national counterparts from diverse cultural backgrounds.

- Language requirements:
Essential: Excellent knowledge of Russian, Kyrgyz and English preferable.

7. Place of assignment
Bishkek, Kyrgyzstan (remote work mostly)