



TERMS OF REFERENCE / PRESTATION OF SERVICES

INDIVIDUAL CONSULTANCY

RECRUITMENT OF A POOL OF REGIONAL CONSULANTS

INTERVENTION ZONE	WEST AFRICA
PERIODE	From March 2022
DATE FOR APPLYING	BEFORE 15 FEBRUARY 2022 AT 20H UTC
HOW TO SEND APPLICATIONS	Complete application must be sent by mail to the following address : camille.estevenin@solthis.org with mention in the subject line « <i>National and regional consultant cluster</i> »

1 GENERAL PRESENTATION OF SOLTHIS

Solthis is an **international solidarity NGO** whose objective is to improve prevention and access to quality health care by strengthening the health systems and services of the countries where it operates. Founded in 2003 by doctor-researchers from the Pitié-Salpêtrière Hospital, Solthis' action is part of a sustainable development approach in order to meet the long-term challenges of public health in countries with limited resources.

Solthis is an NGO of committed **health and development professionals** whose specificity is:

- A scientific and empirical approach in order to find cost-effective solutions adapted to the realities on the ground.
- A mobilisation of multidisciplinary experts from the North and South in order to take into account all the dimensions of health issues: medical, social, economic or political.

Faithful to the principle of non-substitution, Solthis' action is based on three modes of intervention: capacity building, operational research and advocacy. In 2021, Solthis has permanent offices in 6 countries in the West African region: Côte d'Ivoire, Guinea, Mali, Niger, Senegal and Sierra Leone.

For more than 15 years, we have been working together with national actors on prevention and access to quality health care by sustainably strengthening health systems and services.

Solthis' technical assistance aims to meet the needs and expectations of beneficiary countries for high-level technical expertise.

We intervene to support the design, implementation and monitoring-evaluation in the different blocks of health systems, taking into account specific national circumstances.

In complementarity with the projects and programmes implemented, **the technical assistance aims to strengthen the effectiveness and health impact of public health programmes and policies.**

2 SOLTHIS' STRATEGY

For more than 15 years, we have been developing our expertise with a systemic and multidisciplinary approach to act around the different building blocks of health systems, as defined by the WHO, in order to create a global dynamic at the country level. This reinforcement requires joint action on the **quality of health care services**, but also on **health promotion and the mobilisation of communities**.

To act on the supply of health services, Solthis has chosen **two areas of intervention**: improving the quality and performance of health services, but also supporting the evolution of the content and organisation of health services, particularly by optimising care pathways and their organisation. The continuous operation of these services requires essential resources and prerequisites such as training

and support for human resources, quality of production and analysis of medical results by laboratories or supply chains guaranteeing continuous access to treatments ([see our expertise in 8 areas](#)).

Solthis also wants the provision of care to be user-centred in order to recognise the role of patients and communities in improving the quality of health services. We believe in the power of the collective, in the interest of bringing together civil society actors, researchers and public actors for resilient health systems.

Solthis' objective is to guarantee equitable access to health for all, with greater citizen involvement, through mechanisms that strengthen the accountability of the health system. To achieve this, we act at different levels: individuals, communities, health systems and services, and enabling environments.

Our health promotion approach is **participatory and inclusive**, starting from the needs identified by populations and health actors and taking into account the determinants of health, to reduce health inequalities. It allows us to continue our **action on health systems and services**, drawing on our expertise in this field, while **acting on key determinants such as gender, empowerment and psychosocial dimensions**.

We implement a **cross-sectoral and trans-disciplinary approach** through the creation of partnerships. This approach is implemented at two levels: on the one hand, on the health services (public and community) through capacity building, and on the other hand, on the community sector through support for the empowerment of civil society organisations, collectives and individuals.

Thus, Solthis in the field :

- > **Is based on a health promotion and community mobilisation strategy** that aims to enable users to define their own needs and promote their key role in defining services through their feedback or their involvement in steering and governance.
- > **Act to improve the health services offered on a continuum of care** covering promotion, prevention, screening, treatment, and long-term follow-up of patients, and which takes into account all the needs of patients, whether clinical and biological, cognitive, psycho-social or emotional, in order to achieve the best health results and also to encourage the involvement and empowerment of patients.

3 EXPERTISE DE SOLTHIS

HUMAN RESSOURCES IN HEALTH

Solthis supports the multidisciplinary teams of health structures to enable them to carry out their work in the best possible way and to offer the most appropriate services. This **capacity-building** work begins with strengthening their skills. Solthis trains the various professionals in the health facilities: clinicians, nurses, midwives, pharmacists and paramedics.

In order to further improve patient care and to support health care teams in putting into practice what they have learned in theoretical training, Solthis' medical teams **support them in their daily practice** through **on-site training, tutoring or internships**.

PHARMACEUTICAL PRODUCTS AND HEALTH SYSTEMS

Solthis provides technical assistance to improve the control of the various stages of the supply chain: **selection, quantification, purchasing, storage, until distribution** to peripheral sites. While making products available is a major issue, ensuring that they are then used in the best possible way is an essential challenge for Solthis. We are therefore developing activities to **improve the use of health products** by acting jointly on the quality of prescriptions, dispensing and the preparation of patients for their treatments.

Solthis also supports the actors concerned at the various **institutional, national and peripheral levels**, working in particular on the coordination of actors, the development of practice guidelines, the management of pharmaceutical systems in connection with the information system and the training of professionals.

LABORATORIES AND TECHNICAL PLATFORMS

The laboratory and technical platform teams must have the **specific tools and skills necessary to diagnose diseases and monitor patients**. Solthis provides technical and material support to the teams in **carrying out and interpreting the results**. It also works to strengthen the link between the technical platforms and other health services so that the results of the examinations allow for optimal patient care.

SANITARY INFORMATION SYSTEM

Producing quality, complete and recent data, collecting and compiling them and then analysing them at different levels are essential actions for the proper monitoring of patients, the analysis of epidemics and the evaluation of health programmes, which constitute a reactive and efficient information system. Solthis assists partners in the **technical choice of computer and statistical tools, the integration of monitoring and evaluation into the health system, the training of users and the systematic sharing of information** at all levels of the health pyramid.

HEALTH FINANCING

Solthis provides technical assistance to its partners in the **preparation of grant applications and international funding**. Solthis advocates locally and with French and international bodies for the mobilisation of funds for global health. Thanks to its position as both a field and institutional actor, Solthis also plays an active role in improving the adequacy of international aid mechanisms to the realities on the ground, particularly in fragile states. Finally, Solthis advocates for equitable access to health care for all, and therefore works through its research, advocacy and advisory activities to help remove financial barriers to access to health care and to ensure that the most cost-effective solutions for the patient and the health system are favoured.

HEALTH GOVERNANCE AND POLICIES

Solthis provides expertise to national partners by **supporting them in the development of national health policies, the formulation of sectoral strategies and technical standards and procedures**. Solthis also participates in the **strengthening of consultation and coordination mechanisms** between the various institutional actors as well as with civil society (community associations, observatories, patient networks).

Solthis also supports its national partners in the development and monitoring of the various components of their human resources and skills management policies: national training plans, organisational strategies to deal with the shortage of certain categories of healthcare personnel.

COMMUNITY MOBILISATION

Solthis seeks to promote a central role for users in the care pathway, which is one of the central issues in the deployment of holistic health systems adapted to the needs of individuals, facilitating compliance and quality of care. Community mobilisation aims to enable users to define their own needs and modes of action in order to improve the quality of access to care. We would add that participating in the structuring of civil society, provided that it is the bearer of the experience of users of health services, is part of the actions currently deployed by Solthis, which are intended to increase in power in the years to come, in a dynamic of partnership and support for local civil society organisations favouring the qualitative improvement of health care provision. Solthis is thus committed to adapting its actions and deploying different modes of intervention in the course of its projects in order to stimulate demand for quality health care both at the level of health centres and in the definition of public policies at the national/regional level.

4 COMPETENCES AND QUALIFICATIONS REQUIRED

Solthis regularly responds to offers of short, medium or long-term technical assistance. This is why **we are looking for individual experts** to implement this type of service. We are also looking for experts to support us in the development of methodologies, guides, practical tools or other needs that cannot be met internally within our NGO.

Solthis employs several dozen senior and junior experts of various nationalities, the vast majority of whom are technical specialists (doctors of all specialities, pharmacists, health economists, biomedical engineers, senior nurses, project managers, information systems specialists, anthropologists, sociologists etc.).

To strengthen our network, we are looking for consultants with the following skills, experience and qualities:

a) Diplomas

- > Academic background in social sciences (anthropology, sociology), project evaluation, health policy
- > University degree in the following fields: medicine, pharmacy, public health or equivalent experience
- > University degree (2nd cycle) in the following fields: biological and medical sciences, virology, biology
- > University degree (2nd cycle) in the following fields: political science, international relations, international cooperation, sociology, anthropology
- > University degree (2nd cycle) in the following fields: organisation building, community system building

b) General professional experience

- > Competence in the HIV/Health Systems Strengthening (HSS) sector(s)
- > Professional experience in tuberculosis control
- > Professional experience in the fight against HIV/AIDS
- > Professional experience in the response to covid-19
- > Professional experience in the field of Sexual and Reproductive Health and Rights (SRHR)
- > Professional experience in the diagnosis and management of Gender Based Violence (GBV)
- > Professional experience in maternal and child health
- > Experience in working with public health institutions in West Africa
- > Knowledge of national STI/HIV/AIDS and TB strategies desirable*

c) Specific professional experience

- > Proven experience in designing, implementing and evaluating health programmes, strategies and policies for epidemic control
- > Professional experience at the regional level in the management, implementation and/or evaluation of programmes for the control and management of HIV, TB, hepatitis B, or covid-19
- > Experience in the medical management of PLHIV, prescription and monitoring of ARVs
- > Experience in the organisation of Outpatient Treatment Centres or University Hospital Centres
- > Experience in epidemiology, supervision of interviewers, statistical processing
- > Mastery of statistical and office software (SPSS, Stat, CPro, EPI-INFO, Excel, Word, PPT)
- > Expertise in molecular biology techniques in laboratories
- > Professional experience in the field of pharmacy and the management of supply and stocks of medical inputs
- > Experience in organisational capacity building of civil society organisations / networks
- > Proven experience in developing strategic planning for associative actors
- > Experience and knowledge of GF procedures (funding applications, grant management)
- > Professional experience in budgeting and grant making for the fight against epidemics
- > Skills in gender mainstreaming in health programmes desirable

5 JOINING THE CONSULTANTS POOL

We provide technical back-up to consultants on a variety of topics and entrust multidisciplinary teams of consultants to respond to complex complementary needs, deploying methodologies that are adapted and consistent with the needs of the beneficiaries of our technical assistance and projects:

- > Support for the definition of public health policies and standards
- > Development and strengthening of links between public structures and community organisations
- > Strengthening of health districts and decentralisation: strengthening of management teams in terms of training, supervision and steering of health strategy and operationalisation of decentralisation plans
- > Preparation for the definition and implementation of Global Fund grants and strategic plans and Supply and Stock Management plans
- > Diagnosis for strengthening supply systems
- > Support to the definition, implementation and evaluation of pharmaceutical policies: pharmaceutical regulation, quality assurance and health product management

- > Development of standards and procedures for good procurement, storage and distribution practices
- > Programme reviews for the 3 diseases: HIV/AIDS, tuberculosis (TB), malaria and health systems strengthening (HSS)
- > Participatory diagnosis to strengthen health structures and associated services (laboratories, pharmacies, etc.)
- > Improving coordination between the actors of the technical platforms and clinical services (tutoring, organisation of medical staff)
- > Support for the operationalisation of the sampling circuit and the return of results
- > Design of surveys and studies geared towards operational research to improve health programmes
- > Introduction of new technologies for the management of infectious diseases
- > Capacity building of health professionals and training of trainers
- > Work on the delegation of tasks, including to the community level or by involving patients in certain activities (empowerment)
- > Supporting the emergence of new functions as has been done in recent years with therapeutic education and psychosocial support
- > Strengthening patient organisations and local networks to participate in the construction of national health policies and programmes

6 HOW TO APPLY

Are you an expert, independent consultant or do you wish to join us on one of our projects or technical assistance in our countries of intervention? This call for applications will allow you to send us your profile and your expectations, which will be recorded in our internal database.

Our teams will then be able to contact you directly if there are vacancies that match your profile. In addition, your registration in the database will allow you to periodically receive our job offers by e-mail, if you wish.

The selected consultants will be members of the regional pool and will be deployed in the field (in the countries) according to the needs expressed by the beneficiaries of the technical support.

- > Deadline for submission of tenders is **15 February 2022, 20:00 UTC**.
- > Submission file consists in a **detailed CV in the following format – LAST NAME FIRST NAME EXPERTISE** – and a description of the background and experiences in relation to the present terms of references
- > The submission file must be sent by mail to the following address : **camille.estevenin@solthis.org**
- > Incomplete applications will not be considered eligible and will therefore be rejected by the selection committee.