Individual contractor
Terms of Reference
☒ Consultant ☐ APW

Posting date: [23 January 2018 ] Closing Date: [5 February 2018]

This assignment is requested by:

| Unit: | Health Policies and Standards | Department: | Health Workforce |

1. **Purpose of the assignment**

The Global Health Workforce Network’s Education Hub, housed within the WHO Health Workforce Department, seeks to bring together a core group of existing networks, agencies, academic institutions and individual experts to work collaboratively towards the development and dissemination of products that advance coordinated action across the health and education sectors, as called for by the Global Strategy on Human Resources for Health, the report of the High Level Commission on Health Employment and Economic Growth, and the five year action plan “Working for Health.” The GHWN Education Hub aims to develop a set of core global public goods that facilitate better alignment of student selection, education and training with population, health systems and health labour market needs.

A consultant is required to support the work and operation of the GHWN Education Hub, with specific focus on supporting the development of a Global Competency and Educational Standards Framework for UHC.

2. **Background**

The manner in which health workers are formed is fundamental to their productivity, performance, distribution and retention. The selection, education and training of health workers is also tied to broader social and economic development. The Global Strategy on Human Resources for Health, the report of the High-level Commission on Health Employment and Economic Growth, and that of its Expert Group, all emphasize this point. Individually and collectively, they call for approaches and partnerships that bridge existing sectoral division, reorient the health workforce education agenda towards greater social accountably, and scale up transformative, high quality education and life-long learning able to address escalating population needs.

Launched in 2016, the Global Health Workforce Network is a collaborative platform, facilitated by the health workforce department at WHO. The GHWN serves as key mechanism for inter-sectoral and multi-stakeholder engagement, as required to advance implementation of the Global HRH Strategy and the High-level Commission’s recommendations. GHWN’s Education hub is aimed at bringing together a core group of existing networks, agencies, academic institutions and individual experts to work towards the development of a set of core global public goods that advance alignment of student selection, education and training with population, health systems, and health labour market needs. Priorities for the GHWN Education Hub in 2018 include a) the development, dissemination and promotion of a Global Competency and Educational Standards Framework for UHC, that is aligned to meet primary health care needs and b) a strengthened evidence base linking student selection strategies with health workforce productivity, performance, distribution and retention, as well as broader socio-economic gains, including as possible comparison to compulsory service programmes for recruitment and retention.

More information on the GHWN Education Hub is available at [http://www.who.int/hrh/network/EducationHubDescriptionFinal.pdf?ua=1](http://www.who.int/hrh/network/EducationHubDescriptionFinal.pdf?ua=1).
Under the supervision of the lead for coordination of the GHWN Education Hub, in collaboration with members of the Health Workforce Department and of the GHWN Education Hub, the consultant will support work towards the development of a Global Competency and Educational Standards Framework for UHC. The consultant will specifically:

- provide inputs in order to build strategic partnerships and strengthen the representation on the GHWN Education Hub; ensure alignment of the global Competency Framework with existing WHO policies and education and training materials; elaborate a draft of the Global Competency Framework based on inputs received from WHO colleagues, members of the GHWN Education Hub and other relevant stakeholders; and support communication and outreach related activities of the GHWN Education Hub.

3. **Planned timelines** (subject to confirmation)
   - Start date: 12/02/2018
   - End date: 12/08/2018

4. **Description of Duties**
   **Output 1:**
   Support to the work and convening of the GHWN Education Hub, with specific focus on development of a draft Global Competency and Educational Standards Framework for UHC.

   Deliverable 1.1: Elaboration of a draft Global Competency and Educational Standards Framework for UHC, as part of management of the GHWN Education Hub.

   Deliverable 1.2: Draft article on the process, rationale and value of the Global Competency and Educational Standards Framework submitted to a peer-reviewed journal.

5. **Technical Supervision**
   The selected individual contractor will work under the supervision of:
   - **Responsible Officer:** Ibadat Dhillon, Technical Officer, HPS/HWF, Email: dhilloni@who.int
   - **Manager:** Giorgio Cometto, Coordinator, HPS/HWF, Email: comettog@who.int

6. **Required qualifications**
   - **Education:**
     Graduate education in public health and/or public policy
   - **Experience required:**
     At least seven year experience in health workforce education, including at national and global levels.
   - **Skills and competence:**
     Strong programme management, analytic, communication, research and writing skills.
   - **Language requirements:**
     Fluency in English. Intermediate fluency in another UN language preferred.

7. **Place of assignment**
   The selected consultant is expected to perform his/her work at WHO, Geneva Switzerland.