

**Department for International Development - Nepal Health Sector Support Programme
(DFID-NHSSP)**

TERMS OF REFERENCE: Health System Strengthening Officer

Job Title	Health System Strengthening Officer
Work stream	Health Policy and Planning
Location	Pokhara, Nepal
Responsible for	Health system strengthening at the local level; Support in capacity enhancement for the effective management of the basic health services; support in the implementation and monitoring of health programmes; documentation of successes, challenges and learnings
Reporting to	Lead Advisor, Health Policy and Planning
Liaison with	Team Leader, Strategic Advisor, Workstream lead advisors; MoHP, Provincial and Local Government
Background	
<p>The Nepal Health Sector Programme 3, funded by DFID, is designed to support the MoHP in achieving the goals of National Health Sector Strategy (NHSS), and is focused on enhancing the capacity of the MoHP to build a resilient health system to enable quality health services to be delivered with no-one left behind. Capacity enhancement of organisations, systems and people will be achieved through nuanced and responsive approaches that build on a deep understanding of the MoHP in Nepal.</p> <p>The technical assistance programme (Nepal Health Sector Support Programme) is managed by four core partners: Options, HERD International, Miyamoto and OPM. Under Options' overall leadership, we have designed a Nepali-led <i>One Team</i> approach which will ensure that each partner contributes to the planning and delivery of the programme with a shared focus on achieving results for DFID and GoN. Consortium partners will jointly plan and monitor progress towards the overall programme objectives, drawing on their respective areas of expertise. They will assume a shared responsibility for ensuring their expertise, experience and efforts are aligned to provide a high quality, cost effective and timely service to the GoN and to DFID.</p> <p>The programme is comprised of workstreams: Health Policy and Planning, Procurement and Public Financial Management, Service Delivery, Evidence and Accountability and Health Infrastructure and GESI. Each workstream is managed by a Lead Advisor, and consists of several specialists or coordinators each with clearly defined roles and responsibilities. Each of the workstreams are integrated and provided by a team based in Kathmandu and "embedded" with the MoHP. The Team Leader facilitates the joint approaches for ensuring the inputs of each partner and each advisor are coherent across the team.</p>	

In the federal set up, the governance structure is redefined consisting of federal government at the central level, seven provincial governments and 753 local governments (Metropolitan, Sub-metropolitan, municipalities and rural municipalities). While the functions of the different levels of government have been analysed and assigned, organisational restructuring, including human resource adjustment process, is still ongoing. The new structure of the health sector includes that provincial governments will have field offices to manage and oversee certain health sector specific functions at the district level replacing the currently prevailing District (Public) Health Offices.

In relation to the health sector, as per the Constitution and Local Government Operation Act, local governments are responsible to deliver basic health services along with management and regulatory functions in the sector. The Government of Nepal provides conditional grant (which also includes earmarked grant for the health sector) and equalization grant while provision has also been made for special and complementary grant. Similarly, allocation of the revenue as provisioned in the constitution has been practiced from the fiscal year 2018/19.

Local Government Operation Act defines the functions of the Local Level and also describes the planning and budgeting process at the Local Level. Furthermore, inter-governmental fiscal transfer Act defines the basis for the allocation of resources across Federal, Provinces and Local Levels. With the wide responsibility of the Local Government as defined in different documents, several competing priorities can be expected at the Local Level. In this context, it is important for the health sector to secure its due priority as a 'development agenda' at the local level and promote health in all sectors in an integrated manner. In this regard, capacity needs to be enhanced to strengthen health system at the local level including its effective alignment with other development initiatives in order to sustain and further accelerate health gains.

Since the overall health sector plan is a combination of health plan at Federal, Provincial and Local level, there should be a harmonized approach to planning and implementation across the different levels. Towards this end, MoHP has developed a framework and tools to guide the evidence-based strategic planning and budgeting at the local level. Similarly, Monitoring and Evaluation (M&E) Framework has been drafted outlining the roles and responsibilities of three levels of government for the management of M&E functions in the health sector, progress and successes need to be documented to assess achievement at local level and disseminate the learning to better inform the decision making process at respective levels. MoHP has selected seven local levels¹ to provide focused technical support for improved delivery of basic health services through the capacity enhancement including for the close monitoring and documentation of the progress.

Main purpose of job

The overall purpose of this assignment is to strengthen local health systems quality, delivery, and effectiveness.

Specific objectives are:

- National and local health priorities and policies advocated and realised in annual plans including LNOB
- Formally assessed and demonstrably improved local health organisation capacity in terms of the six WHO building blocks ((i) service delivery, (ii) health workforce, (iii) health

¹ Itahari Sub Metropolitan, Sunsari (P1); Dhangadhimai Municipality, Siraha (P2); Madhayapur Thimi Municipality, Bhaktapur (P3); Pokhara Metropolitan, Kaski (Gandaki province); Yeshodhara Rural Municipality, Kapilvastu (P5); Kharpunath Rural Municipality, Humla (Karnali province); Ajayameru Rural Municipality, Dadeldhura (Sudur Pashim Province).

information systems, (iv) access to essential medicines, (v) financing, and (vi) leadership/governance

- Effective annual planning completed on schedule
- Quality health services delivered in accordance with the annual plans
- Gender Equality and Social Inclusion (GESI) applied in local health systems
- Success stories, challenges and lessons documented and shared

Main duties

The position will provide technical assistance as agreed with the Health Policy and Planning (HPP) Lead, and Team Leader. The position will work closely with HPP work stream of the NHSSP, Health Coordination Division (HCD) and Policy, Planning and Monitoring Division (PPMD) of the MoHP and identified local governments. This position will be responsible for supporting the MoHP and the designated local governments with the following tasks:

- Support in developing and implementing organizational capacity assessment and enhancement framework and tools
- Develop action plan to address the identified capacity gaps at the local level to strengthen management as well as delivery of quality health services
- Provide technical support for the enhancement of capacity in management and delivery of basic health services at local level;
- Facilitate the implementation of Minimum Service Standards for health facility and support in developing action plan to address the identified gaps;
- Provide technical assistance for the roll out of routine data quality assessment (RDQA) and other similar tools for systemic quality improvement;
- Facilitate the review of the programme implementation, analyse available evidences and promote the use in decision making process;
- Engage in guidelines and operational frameworks for planning and budgeting and monitor progress in line with federal, provincial and local priorities;
- Facilitate the local planning process to ensure an inclusive approach that engages stakeholders and communities to reflect health needs in the local context;
- Support to develop health profile, fact sheets, case studies, progress reports of the identified local level
- Facilitate capacity enhancement activities in the local level with the focus on inclusive health planning and budgeting to ensure LNOB
- Document the implementation approaches, particularly for planning and budgeting, provider mapping and existing partnership arrangements
- Produce briefing notes and case studies (including pictures) highlighting learning from the field level.
- Provide mentoring, coaching and supportive supervision in the areas of capacity needs in health sector
- Coordinate with respective provincial health directorate, provincial health office and other institutions on relevant matter

Person specification

Criteria	Essential	Desirable
Qualifications		

<ul style="list-style-type: none"> • At least master's degree in public health or relevant social sciences • Also has a qualification in clinical background 	✓	✓
Experience		
<ul style="list-style-type: none"> • Minimum of 5 years of work experience in relevant field • Previous experience of working in the Health Sector • Experience of working closely with the government institutions • Experience of working at the sub-national level • Experience of working on managing and analysing data and facilitating evidence based decision making 	✓ ✓ ✓ ✓	✓
Skills and attributes		
<ul style="list-style-type: none"> • Proven ability to communicate technical information to a non-technical audience • Strong inter-personal skills and ability to work with people from diverse backgrounds • Strong organisational skills, with the ability to handle multiple tasks and activities with competing deadlines • Excellent skills in report writing both in English and Nepali • Familiarity with the planning and budgeting process in the health sector • Familiarity with major programme components in the health sector and ongoing reform process 	✓ ✓ ✓ ✓ ✓ ✓	
Other requirements		
<ul style="list-style-type: none"> • Commitment to equal opportunities • Fluency in written and spoken English and Nepali 		