

TERMS OF REFERENCE

RECRUITMENT OF A CLINICAL COORDINATOR

1. Summary

Project	Support Reproductive, Maternal, Newborn and Child Health towards a Universal Health Coverage System (PIMI III)
Position	Clinical Coordinator
Location	Bissau, with regular trips to the other regions of Guinea-Bissau
Duration	12 months, with possibility of renewal
Expected start date	September 2022
Recruitment period	2 August to 15 September 2022
Email address for submitting applications	candidaturas@imvf.org

2. Context

Despite the positive progress made in recent years, Guinea-Bissau still faces structural development challenges, particularly in the health sector. The weaknesses in health indicators cannot be dissociated from broader problems of governance and underdevelopment. The frequent political crises in the country have jeopardised the pursuit of development strategies and their success.

In this context, the European Union (EU) has been financing, since 2013, a set of reference development programmes aimed at the implementation and consolidation of a coherent and integrated health care network, capable of improving country health indicators. Among the Development interventions supported, it is worth highlighting, in the area of maternal and child health (MCH), the **Integrated Programme for the Reduction of Maternal and Child Mortality**: PIMI I (2013-2016) and PIMI II (2017-2021), implemented in its clinical component by the IMVF, and which have been contributing to relevant health gains. The evolution of the project indicators showed a very positive performance, with the vast majority of the indicators exceeding the targets designed for PIMI II.

This impact is the result of a holistic strategy, based on ensuring the availability of medicines and materials for free health care, improving the quality of care, improving health infrastructure,

strengthening community health, on-the-job training and motivation of health professionals and also of MINSAP and raising the awareness of the project's target groups.

Despite the progress that has already been registered, there are still difficulties to overcome in terms of the system's sustainability and also the increase in demand and the regular use of maternal and child health services of the National Health System by the beneficiary population, particularly in the maternal health area, which are understandable taking into account the Bissau-Guinean context and various social, cultural and economic determinants.

It is considered that the consolidation of care provision and the guarantee of the sustainability of a national health system are not easily achieved, requiring a continuous and progressive effort. The impact of the interruption period of the PIMI II and the minimal intervention of the project in the second semester of 2021 allowed us to extract a set of important reflections on the degree of sustainability of the PIMI intervention, having demonstrated the weaknesses that persist at the NHS level and the **need for greater investment in partnerships and the gradual transfer of competencies to MINSAP** and other national structures in the area of health.

In this context, the implementation of PIMI III will build on the continuity of the interventions planned in PIMI II and the lessons learnt from PIMI I, PIMI II and the PSMI transition project. The action will be implemented in an integrated manner by IMVF, the World Health Organization (WHO) and the Bandim Health Project / University of Southern Denmark, alongside the Ministry of Public Health of Guinea Bissau. A 3-year intervention is proposed to consolidate the encouraging results achieved since 2013. The objective remains the same of continuing to contribute to the reduction of maternal and under-five mortality rates through improved access to quality reproductive, maternal, newborn and child health care.

It is also intended to prepare the way for a system of **Universal Health Coverage**, ensuring technical assistance and specific interventions to support the Government of Guinea-Bissau in the construction of a National Health System with solid roots and resilience. PIMI III will thus pay special attention to the need for the gradual transfer of competencies and responsibilities to MINSAP as the central actor in the process of consolidating the National Health System, enhancing the impact, ownership and sustainability of the interventions promoted.

The overall objective of PIMI III will be to contribute to reducing under-five mortality rates through improved access to quality Reproductive, Maternal, Newborn and Child Health (RMNCH). The specific objective will be to improve equitable access to quality RMNCH services, including for people living in vulnerable situations. The expected results (outputs) of this action will be the following:

1. Increase the access and improve the quality of medical acts provided to pregnant women, women who have recently given birth and children up to 5 years of age in the health structures covered;
2. Strengthen the management and administrative capacity of health structures and Regional Health Directorates;
3. Improve leadership, governance and regulatory capacities of the Guinea-Bissau Ministry of Public Health (MINSAP), including on gender issues;
4. Strengthen the supply chain for essential drugs in general, including drugs for some Neglected Tropical Diseases impacting on Maternal-Child Health.

The IMVF intervention will directly contribute to the achievement of Expected Outputs 1, 2 and 4. The expected Output 3 will be undertaken by WHO and University of Southern Denmark/Bandin Health Project.

PIMI III directly benefits 343,101 children up to 5 years of age and 450,184 women of childbearing age in all the health regions of Guinea Bissau (INA forecast for 2022). It will also directly benefit around 1,500 health professionals working in health areas. The final beneficiaries of the project are the 2,046,289 inhabitants of the 11 health regions that make up the country. PIMI III will cover a total universe of 133 structures of the National Health System of different levels and care profiles, including health centres and regional hospitals, and including the Simão Mendes National Hospital.

3. Job Description and Position Requirements

3.1. Location:

The Clinical Coordinator will be based in Bissau, travelling regularly to the health structures of the other Health Regions of Guinea-Bissau.

3.2. Duration:

The contract will have a duration of 12 months, with the possibility of renewal.

3.3. Objectives of the job:

The Clinical Coordinator should **ensure proper implementation of the project's Expected Results**, monitoring all activities together with the respective project managers. The Clinical

Coordinator is responsible for **supervising, strategically guiding and guaranteeing the technical and scientific coherence of the implementation of the clinical training activities**, ensuring the follow-up of the implementation of the Minimum and Complementary Health Care Packages in the health structures, the quality of clinical care and the evolution of the Project indicators in permanent coordination with the Clinical Team Manager.

The clinical coordinator must also ensure the institutional representation, articulation and complementarity of the project with other Development partners and other health programmes.

3.4. Responsibilities:

- Contribute actively and critically to the design and definition of the strategic planning, programming, management and monitoring tools of the project and ensure their operationalisation and continuous implementation of the 3 Expected Project Results;
- Ensure the planning, coordination and implementation of the activities of the clinical team in accordance with the objectives and respective deadlines, including the Training Plan of the project;
- Ensure contact with the General Coordinator of the project and the connection with IMVF Headquarters.
- Ensure the monitoring and evaluation of the progress of the project's clinical activities and their results, critically analysing, with the agreed frequency, the information and data collected by the clinical team and processed by the Health Information Technician, in accordance with the project's Indicators Framework, and inform the General Coordination of the project on the main results and trends analysed in the various clinical and geographical areas of intervention;
- Identify bottlenecks and difficulties in time and proactively propose the implementation of appropriate technical solutions;
- To ensure the management and guarantee the smooth running of the clinical team assigned to the project, distributed among the various regional intervention areas in line with the training and care needs observed in the field, maximising their contribution to achieving the project's objectives;

- Represent the project and the IMVF when dealing with national authorities, donors and other partners, or appoint a representative in case of impossibility;
- Ensure a good institutional relationship and active collaboration with the Ministry of Health and the Regional Health Directorates in order to harmonise efforts, standardise criteria and procedures, and guarantee proper ownership of the project;
- Ensure good institutional relations and active collaboration with the funding entity and other development partners operating in the country, whenever pertinent and in coordination with the general coordination of the project;
- Ensure the integration and due framework for potential short-term clinical missions for the transfer of specific skills to the Bissau-Guinean NHS in various areas of Maternal and Child Health, also ensuring their permanent alignment with Guinea-Bissau's sectoral and regional strategies in the area of health.
- Cooperate with internal and external evaluations of the project, whenever necessary;
- Actively cooperate with regular monitoring missions and follow-up by the general coordinator and project technicians at IMVF headquarters;
- Contribute actively to the elaboration of the project Narrative Reports within the foreseen deadlines and in accordance with the respective contractual forms/procedures, in close consultation with IMVF headquarters;
- Support, whenever necessary, the provision of information to IMVF headquarters on the main results achieved by the project, namely for the purposes of communication and visibility of the PIMI.

3.5. Accountable to:

General Coordinator of the project.

4. Requirements

Academic background

- University degree in Medicine with specialty or clinical experience in Gynecology-Obstetrics or Pediatrics. A Master's degree in Public Health and/or experience in this field will be considered a preferential factor.

Professional experience and skills:

- Minimum of **10 years of professional** experience in the field of **Public Health, Obstetrics-Gynaecology or Paediatrics;**
- Experience in coordinating training plans and playing the role of trainer in the areas of spatialization;
- Strong Project Cycle Management skills;
- Experience in the development and implementation of Monitoring and Evaluation Systems;
- Extensive experience in team management and excellent capacity for dialogue, communication and consultation;
- Ability to take a critical stance and formulate proposals that enable the established objectives to be met from a sustainability standpoint.

Other essential requirements:

- Excellent proficiency in Portuguese and ability to work in English. Ability to work in French will also be valued. The ability to work in Guinea-Bissau Creole will be considered an asset;
- Computer skills in user's perspective;
- Capacity to adapt to new cultural and social contexts and to work in unstable environments.

5. Conditions

- Salary in accordance with the duties performed;
- Car for professional purposes, within the possibilities of the project;
- Personal accident and travel insurance under the terms of the policies to be subscribed by the IMVF;
- 1 flight/per year from Bissau to the city of origin and return.

6. Application and Selection Process

Applicants should submit an updated CV, a motivation letter and identify 2 recommendation contacts for the eventual need of additional references.

Applications should be sent through electronic mail until 15 September 2022 to the following e-mail: candidaturas@imvf.org , with the subject “Guinea-Bissau Clinical Coordinator”.

The evaluation of the applications will be done on a continuous basis upon reception of the applications, and all candidates will be informed in due time of the selection or non-selection of their application, via e-mail.

Further clarifications can be made through the email address of recruitment, identified above.