

Terms of Reference

Development of Competency Framework for National Rapid Response Teams

Consultant Contract administered by:

Unit:	Learning Solutions and Training Unit
Department:	Country Readiness Strengthening

1. * Purpose of the Consultancy

The consultant will develop a competency framework for National Rapid Response Teams (RRT CF). The consultant will also design a model (concept), reflecting performance and competencies gained from the trainings to award credentials to participants.

2. * Background

The preliminary control measures of an emergency response shape its evolution and impact. The resources deployed to investigate and implement the rapid response are therefore critical. Experiences from responding to Ebola Virus Disease (EVD), COVID-19 and other outbreaks have stressed the vital role of national and international multi-functional Rapid Response Teams (RRTs) in the timely investigation and containment of such events. National RRTs are at the frontline of the Global Health Emergency Workforce (GHEW) and are crucial to its success.

As part of its preparedness activities, WHO implemented from 2015 to 2020 a variety of complementary learning initiatives meant to strengthen the capacities of national RRTs and in support of highly vulnerable/ low resource countries. These include the development of learning packages accessible online, training of trainer's packages, an online learning programme focusing on COVID-19 and a webinar series on COVID-19 geared to a global audience. Throughout this period, WHO provided direct support to WHO Regional Offices and Country Offices to facilitate RRT training. In parallel, WHO set-up and managed a community of practice for all members of RRTs trained (the RRT Knowledge Network).

In 2021 an evaluation of impact of RRT strengthening activities was conducted, that resulted in recommendations to defining a longer-term approach for ensuring sustainable, less WHO-dependent strengthening of capacities of national RRTs. The development of a RRT competency framework and a credential model are part of the key recommendations of the RRT training impact evaluation.

3. Technical Supervision

The selected Consultant will work on the supervision of:

Responsible Officer:	Mrs Paula GOMEZ, Technical Officer, CRS, LST	Email:	gomezp@who.int
Unit Head or Team Lead:	Philippe GASQUET, Unit Head, CRS, LST	Email:	gasquetp@who.int

4. * Deliverables and Schedule of payment

The consultant will work with the responsible officer on RRT training activities and with a RRT Working Group. The consultant will work closely with another consultant focusing on the development of an International Health regulations stakeholders Competency Framework (IHR CF).

S. No.	Deliverable	Expected delivery date
<u>Output 1</u>	Develop a Competency Framework for National Rapid Response Teams (RRT CF): a. Compile existing RRT learning resources and sort based on learning goals b. Conduct interviews with members of national RRTs and relevant stakeholders to define key learning needs and goals (based on their role as RRT members) c. Conduct a gap analysis d. Draft the RRT CF based on mapping of learning resources, key informant interviews, and relevant literatures on RRT/emergency response workforce development e. Pilot-test the draft RRT CF and revise.	April 2022
<u>Output 2:</u>	Design a credential model for RRT learning: a. Design a credential model for RRT learning, reflecting performance and competencies gained from the trainings to award credentials to participants	June 2022

5. * Duration

Start date: 03/01/2022

End date: 02/07/2022

6. * Total amount of consultancy (exclusive of per diem, travel costs or other expenses):

The Consultant will be paid as per WHO official Consultants rates, depending on the level of expertise required.

7. * Specific requirements

- Qualifications required:

Advanced university degree (master's) in education, medicine, public health, psychology, business administration, social science or other related field.

- Experience required:

Essential: At least five years of relevant working experience in adult learning including developing competency frameworks for professionals in public health.

Desirable: knowledge and experience in public health, in particular emergency response and Rapid Response Teams; interview skills and analysis of qualitative and quantitative results; mapping learning resources and gap analysis; managing partnerships with various stakeholders (RRT Working Group, partners and WHO); relevant work experience with WHO and other UN agencies.

- Skills / Technical skills and knowledge:

- Ability to plan, organise, coordinate and implement activities based on the inputs from several sources
- Capacity to work in a team, to manage projects for specific target audiences from start to end with a confirmed capacity to deliver concrete products based on tight timelines

- Experience in collaborating and producing results via virtual space/online mechanisms.
- Strong analytical, research and writing abilities
- Experience in the use of qualitative data analysis e.g., MAXQDA, nVIVO, etc.
- Experience in the use of learning applications, design applications.

- Language requirements:

Essential: English (expert level)

Desirable: French or Spanish or Russian or Arabic, or Portuguese or Chinese (intermediate level)

8. * Place of assignment

The consultant will work from his/her place of residence.

9. Travel

The Consultant is **NOT** expected to travel.

10. * How to prepare and submit an application in reply to this call?

a. Content of the application

1. A cover letter explaining the candidate's motivation for applying to this position.
2. A copy, in .pdf format, of the bidder's updated CV or Personal History Form (preferred option, detailed instructions on how to do this through the following link:
<http://www.who.int/careers/process/instructions-for-candidates.pdf?ua=1>).
PLEASE NOTE: The selected candidate(s) will be asked to produce copies of all degrees/diplomas/certificates as mentioned in their CVs or Personal History Forms, as well as a copy of their passport and other documents as appropriate.
3. Full contact details.
4. Description and contact details of at least two recent references (the references shall be related to the present Terms of Reference).

Incomplete applications will not be considered.

b. Deadline for submission of application

The deadline for final submissions of applications is **15 November 2021, 18:00 hours, Geneva time.**

c. Email address for submission of application

Final duly completed applications should be submitted in electronic format by e-mail to: ihrhrt@who.int with subject heading: RRT Competency Framework Consultancy.