

CALL FOR PROPOSALS

TERMS OF REFERENCE FOR CONDUCTING OUTCOME EVALUATION OF MARIDI NURSE TRAINING SCHOOL (MNTS)

1. Introduction to AAHI

Action Africa Help International (AAHI-I) is a not-for-profit organisation that bridges the humanitarian–development divide. Its mission is to improve the quality of life of livelihood-challenged communities. AAHI-I provides high-quality, community-centred development approaches in fragile states and emerging market settings across Africa. This includes work with both refugee and host communities. It has its headquarters in Nairobi, Kenya, and country programmes in Somalia, South Sudan, Kenya, Uganda, Ethiopia and Zambia.

Conceived in South Sudan and originally registered in Germany, the organisation has over 30 years' experience working with communities in conflict and post-conflict situations. AAHI works hand-in-hand with government and other development partners, while facilitating communities to play a lead role in their own development, providing technical assistance, support to system and infrastructure set up, training, and mentorship. Activities focus on: increasing quality and access to basic services (health, water, hygiene and sanitation, and education), improving food security and livelihoods, environmental management, and responsiveness to climate change; humanitarian relief and logistics, and governance, civil society strengthening and peace building, and research to support these other themes. AAHI-I strives to mainstream gender and disability equity, and HIV/AIDS in its work.

2. Maridi Nurses Training School (MNTS) Project

Maridi Nurse Training School (MNTS) is a government institution supported by Action Africa Help International. The school has been operational since 1992 with funding largely from BftW/EED. From 1994, more than 947 health workers have graduated in various cadres; these includes lower cadres (e.g. CHWs and MCHWs) and middle-level cadres (e.g. nurses and midwives) health workers. The institute has strived to address the severe shortage of qualified health workers in South Sudan where prolonged conflict has adversely affected the health system. Currently, the school has been upgraded, offering diploma in Nursing and Midwifery in line with the Curriculum from the Ministry of Health.

Currently Maridi School of Nursing & Midwifery is a five (5) year project (1st April 2015 - 31st March 2020) supporting the training of human resources for Health in South Sudan. The school so far has 120 students enrolled: Intake I: 40 students (20 nurses & 20 midwives) who were admitted in June 2015, Intake II: 40 students (20 nurses & 20 midwives) admitted in June 2016, and Intake III (20 nurses & 20 midwives) who were admitted in March 2017. The project is expected to graduate all these students and end by March 2020. In September 2018 the first group of Diploma students graduated with diplomas in nursing and midwifery.

Operations of the school are guided by benchmarks in the proposal and also the national minimum standards for nurses and midwives training schools. After the successful completion and graduation, these nurses and midwives will play a pivotal role in addressing women and children health problems and will contribute towards curbing the high Maternal &

Child Mortality rates in the country. Female candidates are given due consideration and when needed, affirmative action training processes.

Students were selected by the MOH based on the local needs from all over South Sudan. The MOH fully participates in the monitoring and evaluation process of the project. Final assessment and qualification is done with the full participation of the MOH. The Ministry of Health (MOH) awards national certificates to successful students upon completion of the Diploma course.

The Overall Goal of Maridi Nurses and Midwifery Training School:

The overall goal of the school's strategic plan (2019-2023) *is to "Contribute to the human resources for health by training competent and qualified health workers for South Sudan health Sector"*.

Project objective: 120 graduates of the three course cycles 2015 - 18, 2016 - 19, and 2017- 20 graduate from their diploma courses successfully and contribute in national (decentralized) health institutions to providing improved basic health services to the population.

Indicators applied to measure the degree of achievement of the project objective:

- The share of successful graduates (m/f) of the diploma course has increased from 92% to 97% by the end of the project period, despite more demanding qualification requirements.
- At least 95% of graduates (m/f) take up work positions in correspondence with their education/ training upon graduation.
- Sustainability of the training services offered by MNTS is improved by a step-by-step rise of the government's allocation that corresponds at least with the average of government's contributions to national health institutions in the year 2019.

3. Objective of the Outcome Evaluation

The main objective of the outcome evaluation is to assess progress of the Project, i.e. the extent of achievement of the intended objectives and indicators as defined in the results and resources framework.

The **specific objectives** are to assess:

- 1) Relevance of interventions under this Projects
- 2) Efficiency of implementation to-date (including implementation approaches employed as a basis to guide future improvements in the subsequent phase of the project)
- 3) Effectiveness of the intervention;
- 4) Impact of the intervention in the lives of the beneficiary;
- 5) Identify potential sustainability measures.
- 6) Organizational/institutional and human resource capacity
- 7) Generate findings on opportunities, constraints/challenges and lessons learnt during the implementation of the Project.
- 8) Draw recommendations from key lessons learnt for future planning

4. Methodology

The evaluation shall be carried out using DAC/OECD criteria and through a combination of data generation methods. They are envisaged to cover the following areas:

- Desk study review of all relevant Project documentation;
- Questionnaires and interviews with relevant stakeholders including, but not restricted to, MOH, donors, State authorities, County Authorities, the students, the community etc.

- Key informant interview
- Focus group discussion
- Observation and physical verification

AAH-SS Health sector team, in support of the evaluation, will:

- Provide all relevant background documentation to the Consultant;
- Provide an overall briefing to the Consultant on the Project;
- Use necessary facilities i.e. email-based & on-phone consultations and interviews as required; and
- Provide any additional information and support as required.
- Provide logistical support and other in-country facilitations to the consultant in-line with AAH-I policies (Transport, accommodation and feeding)

5. Scope of the end of Project evaluation

The consultant is expected to undertake the following tasks:

- 1) Develop Inception report/response to TORs and present for review and approval.
- 2) Review all relevant existing documents; i.e. Project proposal, detail implementation plan, Project agreement and project reports.
- 3) Develop a work-plan detailing methodology of the survey, data collection tools, sampling and analysis instruments and present for review and approval.
- 4) Train data collectors from on use of data collection tools.
- 5) Lead the data collection exercise with participation of AAH-I staff
- 6) Perform data analysis.
- 7) Generate and present the draft evaluation report for review by AAH management and BftW
- 8) Facilitate Stakeholder's review of the draft report to discuss the draft findings, lessons learnt and recommendations.
- 9) Incorporate stakeholder/expert comments from both AAH-I and BftW and submit final report.
- 10) Present the final evaluation report to AAH. The final report should be submitted to AAH South Sudan in both hard and soft copies.

6. Time frame

This consultancy is envisioned to take approximately 4 weeks, which entails 3 weeks for information collection, analysis and production of a draft report (and revision, if necessary, based on the comments provided by the various Project stakeholders) and additional 1 week for the development of final report.

The overall supervision of the evaluation will rest with the AAH-SS health sector Team. The Consultants will be bound by the terms and conditions of AAH-I Procurement rules and guidelines. S/He will be briefed at the beginning of the assignment.

During the evaluation, the Consultant is entitled and expected to discuss with all the persons and organizations relevant to the assignment. The Consultant has no authorization to make any commitments on behalf of AAH or the Donor.

7. Key deliverables

Based on this TOR the consultant shall deliver the following:-

- Within one week of signing of the contract, the consultant shall provide an inception report. This must be accompanied by tools for data collection.
- A draft (soft copy) project Mid-term evaluation report one week after data collection for comments from AAH-I management for incorporation by the consultant.
- Submit to AAH South Sudan the final report for the mid-term evaluation (both hard copy and soft copies). The report should not be more than 25 pages excluding annexes.
- Data sets used for analysis.

The final report should include at a minimum the following elements:

- Executive summary.
- Background;
- Brief project description and context.
- Evaluation objectives.
- Methodology including sampling procedure and size.
- Main findings per project component.
- Lessons learnt per project component
- Recommendations
- Conclusion.

8. Evaluators profile and requirements

Competence

- Strong Public health background with extensive experience in carrying out similar M&E activities.
- Strong organizational and management skills
- Strong interpersonal skills with ability to multi-task and establish effective work relationships with people of broad cultural backgrounds.
- Ability to work as part of a team as well as take initiative to work independently where necessary
- Excellent communication skills with ability to express ideas clearly, concisely and effectively, both orally and in writing;
- Have a history of ability to deliver high-quality outputs on schedule

Required Skills and Experience

- Knowledge and familiarity with Capacity building and human resource for health in the post conflict zone.
- Experience in monitoring and evaluation approaches/tools in reviewing/evaluating health care services;
- Professional background in health system development, capacity building and/or health services management with the Governmental/ Non-governmental organizations;
- Familiarity with health system development and health care services challenges in the post conflict zone.
- Strong conceptual and analytical skills, communication and writing skills with proficiency in English and ability to compile information in coherent and succinct formats;
- High attention to detail and ability to work under tight deadlines; and
- IT competencies at least in Microsoft Words and internet.

9. Application Procedure

The interested candidates are requested to submit:

- Technical proposal document which shows how the consultant intends to carry out the mid-term evaluation.
- Financial proposal.
- Samples of related previous work on projects evaluation.
- Curriculum Vitae of the consultant

All the above documents should be submitted to procurement.southsudan@actionafricahelp.org with the title **MNTS PROJECT OUTCOME EVALUATION** on the subject line on or before **15th December, 2018**

10. Criteria for evaluation and award of consultancy

Eligible proposals will be evaluated based on full and open competition, in strict adherence to the Scoring Criteria detailed below:

Criterion	Score
Interpretation of scope of work	20 points
Proposed methodology suitable for the exercise	30 points
Experience and expertise in similar assignments	30 points
Financial proposal	20 points

13. Payment Schedule

The payment schedule is subject to negotiation with the consultant and to be detailed in contract to be signed with consultant.

14. Special Provisions:

- All written deliverables produced under this work order shall be submitted as scheduled to AAH Head of Programmes in both electronic formats, using MS Word and printed hard copies.
- Changes in the scope of work shall require prior discussion and approval by AAHI and shall be defined in writing.