



TERMS OF REFERENCE



**Short-Term Technical Assistance (STTA) Consultant
Leadership and Governance Capacity Building for Boma Health Initiative Officers**





1. Background

The Women's Integrated Sexual Health (WISH2) programme is a 5.5-year FCDO-funded initiative led by IPPF and implemented through a consortium of partners. In South Sudan, RHASS/IPPF leads Output 3, focusing on policy environment strengthening, accountability and government ownership of SRHR programmes. The Ministry of Health (MoH) has requested technical assistance to strengthen leadership, governance, coordination and management capacities of BHI officers responsible for implementation of the Revised BHI Strategy (2024–2027) and BHI Integration Strategy (2025–2029).

2. Purpose of the Assignment

To engage an experienced consultant to design, facilitate and document a national capacity-building workshop for 38 BHI officers from national and subnational levels on leadership and governance for effective implementation of BHI reforms.

3. Objectives of the Consultancy

- Strengthen competencies in leadership, governance and coordination of BHI systems.
- Build practical skills in planning, budgeting, resource mobilization and management, supportive supervision and performance monitoring.
- Enhance stakeholder engagement, accountability and partner coordination.
- Strengthen data use for decision-making and implementation oversight.
- Support integration of SRHR and other community health interventions within the BHI platform.

4. Scope of Work and Key Tasks

- a. Conduct a desk review of relevant BHI strategies, guidelines, implementation reports and workshop documentation.
- b. Consult with RHASS/WISH2 and MoH BHI Department to refine learning needs and workshop agenda.
- c. Develop competency-based training package including facilitator guide, participant handbook, presentations, exercises, case studies, assessments and action-planning tools.
- d. Revise materials based on comments from RHASS/WISH2 and obtain approval from the HSS Country Lead.
- e. Facilitate a 3-day national workshop in Juba using adult-learning methodologies.
- f. Administer pre- and post-training assessments and support development of state action plans.
- g. Prepare and submit a comprehensive workshop report using WISH2 reporting template.

5. Deliverables

Deliverable	Timeline
Inception report and workplan	3 days (within 3 days of contract)
Draft training package	4 days
Final approved training package	1 day
Facilitating a 3-day workshop in Juba	3 days (tentative 22–24 Sept 2026) or agreed dates
Workshop report with annexes & debrief to MoH	3 days after workshop

6. Expected Outputs

- High-quality training curriculum and materials
- At least 38 participants trained
- Knowledge gain demonstrated through assessments
- State-level action plans developed
- Final workshop report with findings and recommendations



7. Duration and Level of Effort

Estimated level of effort: up to 14 consultancy days, including preparation, consultations, material development, facilitation and reporting.

8. Reporting and Supervision

The consultant will report directly to the Health Systems and Sustainability (HSS) Country Lead, WISH2 South Sudan, and work closely with the Health Systems Strengthening Advisor and MoH BHI Department. All training materials must be reviewed and approved by the HSS Country Lead before use.

9. Required Qualifications and Experience

- Advanced university degree (master's preferred) in Public Health, Health Policy, Health Systems Management or related field.
- At least 10 years of progressive experience in health systems strengthening, leadership, governance and capacity development.
- Demonstrated experience supporting Ministries of Health and community health systems in low-resource or fragile settings.
- Proven experience designing and delivering senior-level training programmes and facilitating multi-stakeholder workshops.
- Strong knowledge of leadership, governance, community health, policy implementation and organizational development.
- Experience in South Sudan or similar contexts is highly desirable.
- Excellent report writing, facilitation and communication skills in English.



10. Evaluation Criteria (Suggested)

- Technical understanding and approach – 40%
- Relevant experience – 35%
- Qualifications – 15%
- Financial proposal – 10%

11. Ethical Standards and Safeguarding

RHASS/IPPF are committed to safeguarding children, young people and vulnerable adults. The consultant will be required to comply with RHASS/IPPF safeguarding policies, code of conduct and all applicable organizational requirements.

Qualified female candidates are encouraged to apply for this role.

RHASS is a leading SRHR organization in South Sudan. Interested individuals are advised to submit their applications and scanned documents via email at info@rhass.org or drop off hard copies at the headquarters at **Hai Dar Salaam, Nana Corner Bridge Road, Next to Maxi Care Medical Complex, Munuki Block, Juba City, South Sudan.** Tel: [0912302922](tel:0912302922)

Posting date: 06 August 2026 and closing date: 25 August 2026.

Applications once received are not returnable, and they will be processed on a rolling basis.

Please note that only short-listed candidates will be contacted.

