1st November 2022

**Terms of reference (TOR) for an individual consultant for R4S (Resilience for Social Systems).**

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| **Post/Title**  |  **R4S Research Assistant (Consultant)** |
| **Date of issue** | **1st November, 2022** |
| **Duty Station** | **Juba** |
| **Duration of Assignment** | **66 working days (over a 6-month period)** |
| **Level of Assignment** | **Temporary** |
| **Deadline for applications** | **30th November, 2022** |

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To support the implementation of the R4S (Resilience for Social Systems) approach, over a six-month period.

**Background**

MOMENTUM Integrated Health Resilience Project is funded by the U.S. Agency for International Development (USAID) as part of the MOMENTUM suite of awards and implemented by IMA World Health (IMA) with partners JSI Research &Training Institute, Inc. (JSI), Pathfinder International, GOAL USA Fund, CARE, and Africa Christian Health Associations Platform (ACHAP) which started 2021 and will continue for 5 years.

The project aims to strengthen the capacity and resilience of both community and health systems in focus countries including South Sudan, support improved FP/RH/MNCH outcomes and strengthen the resilience platform.

Resilience for Social Systems (R4S)[[1]](#footnote-2) is an approach that was developed by GOAL in 2016 as a practical step-by-step method to analyze the resilience of socio-economic systems & how these react to shocks and stresses. The R4S, is structured into five key components, to identify, map, assess the potential impacts from risk scenarios, analyze the current resilience state of these systems against risk scenarios and provide recommendations on how to build or strengthen the resilience of these systems, ultimately improving the well-being of people despite shocks and stresses. The R4S approach has been applied across a range of socioeconomic systems in different contexts in Latin America and Africa (e.g., Honduras, Guatemala, El Salvador, Colombia, and Sierra Leone).

In 2019, the R4S was referenced by USAID in their [guidance for assessing resilience in](https://www.marketlinks.org/sites/default/files/resources/guidance_for_assessing_resilience_in_market_systems_final_sept_2019.pdf) market systems. Though it has been mostly used in socio-economic (market) systems until now, it has been designed to assess a whole range of services too, like health service delivery systems.

In the context of MIHR, we use the approach (which includes a detailed toolkit) to analyze the resilience of FP/RH/MNCH system to critical risk scenarios in MIHR target areas in South Sudan. This will allow MIHR to further identify (new and innovative) ways to improve its performance both in “calm times” and when facing crisis.

Some preliminary work has already been completed (e.g., the development of the current system map). The technical work is coordinated by a System Expert, based in Honduras but is under the general supervision of the MIHR South Sudan Advisor.

The other MIHR staff working on this activity are the Resilience Lead, the Regional Resilience Advisor, the Innovation Director from GOAL, and a graphic designer.

In this context, MIHR South Sudan is recruiting a Research Assistant to assist with the continuation of the R4S activities.

**Description of the role**

The role of the research assistant is primarily toto support the implementation of the R4S approach on the FP/RH/MNCH service delivery system in MIHR target counties in South Sudan under the supervision of the South Sudan Resilience Advisor. He/she will review and present relevant secondary data, collect primary data as necessary, contribute to the analysis of the data/information collected through the R4S tools, in accordance with established policies and procedures. He/she will appropriately document and report results to the Resilience Advisor.

**Specific tasks**

* In coordination with the Resilience Advisor and the System expert prepare and agree on a workplan for the duration of the assignment
* Collect and present data (through Key Informant Interviews or other appropriate means) as oriented by the System Expert and the Resilience Advisor.
* Support the Resilience Advisor and System Expert in the analysis of qualitative and quantitative data generated as part of the methodology.
* Co-prepare and co-facilitate one reflection workshop in 4 counties to present and collect relevant data for the vulnerability and resilience analysis of the FP and MNCH service delivery system as per the R4S approach
* Co-prepare and co-facilitate two national level reflection workshops to present and collect relevant data for vulnerability and resilience analysis of the FP/MNCH service delivery system as per the R4S approach
* While conducting the above-mentioned tasks, the research assistant must always: pay attention to details and review data for inconsistencies or anomalies as a missed keystroke can skew analytical results
* be reliable and honest, taking care not to share sensitive information that comes through his/her hands and into his/her database.
* maintain focus and avoid emotional or environmental distractions to complete what can be repetitive duties
* Seek assistance from the Resilience Advisor or the Senior Program Manager should there be any problem in the field.
* Conduct other activities deemed as necessary within the framework of the project and upon direction of the Resilience Advisor
* Communicate with Resilience Advisor about data changes or requirements

**Key deliverables**

## All data collected presented under the different R4S data management tools: Stakeholder Assessment Matrix, Risk Assessment Matrix, Resilience Assessment Matrix, all Excel tools)

1. Workshop reports
2. Document summarizing /consolidating the agreed key areas that need sustained action to improve health resilience at the health service delivery system

## Hand over all collected data at the end of the assignment.

## **Timeframe**

## The expected timeframe of the assignment is 66 working days with effect from the date of appointment by the organization over a period of 6 months (from January to June 2023)

**Payment modalities**

The proposed term of payment is 30% at the beginning and then installment of 20% until the end.

**Profile Required:**

**Eligibility**

Must be a South Sudanese residing in the area of the assignment with at least 5 years of country experience in health programming with strong skills and interest in health programming, system thinking, programme management and research within the context of health systems reform in sub-Saharan Africa.

**Qualification Required**

PHD student in any health-related field, preferably Public Health, Medicine, Nursing etc.

Knowledge of spoken and written English will be a highly considered plus and knowledge of Arabic.

**Personal Competencies**

* Able to prioritize work and meet deadlines
* Strong interpersonal skills, flexibility, responsibility, integrity, self-motivated, and preparedness to work over-time
* Proficient in the use of office software especially Microsoft Word, Excel, PowerPoint etc.,
* Good communication skills and strong ability to relate to people with respect as this job entails interaction with different people and communities.
* Strong attention to detail skills.

**Selection Criteria**

Preferences will be given to:

* Master’s graduate
* Candidate with experience in data collection and analysis
* Candidate with strong health background
* Candidate residing in the area of the assignment.
* Candidate with knowledge of spoken Arabic.

**Documents to be submitted**

Along with an application addressed to the HR Office, IMA World Health, interested candidates must submit the following documents:

* Degree/Masters Certificate.
* Proof of work experience in relevant field, if applicable.

**Deadline for submission of Application**: All applications can be delivered hardcopy to the IMA World Health country office in Juba Office located at Heran Complex Building, 3rd floor, opposite Juba National Stadium close to Pyramid Hotel at Nimule Road **OR** sent by email to jubahr@imaworldhealth.org (with GManga@momentumihr.org in CC) on or before 30th November 2022.

1. https://resiliencenexus.org/wp-content/uploads/2019/06/R4S-Approach-2019-ISBN.pdf [↑](#footnote-ref-2)