

KINGDOM OF CAMBODIA
National Religion King

MINISTRY OF HEALTH
STRENGTHENING PRE-SERVICE EDUCATION SYSTEM FOR HEALTH PROFESSIONAL (SPESH) PROJECT
GRANT/LOAN: IDA CREDIT NO. 6664-KH

REQUEST FOR EXPRESSION OF INTEREST
(RE-ANNOUNCEMENT)

The Kingdom of Cambodia has availed an IDA Credit of US\$15 million toward the cost of the Strengthening Pre-service Education System for Health Professionals Project from September 2020 to June 2026. The project Development Objective is to strengthen Cambodia's pre-service education system for health professionals. The project will contribute in establishing a future generation of health professionals who can perform complex reasoning, deal with uncertainty, anticipate and plan impending changes, and undertake many other functions that are essential to improve quality of care on health outcomes. To realize this transformation, this project will invest in human capacity building. Capacity building will be done with faculty development courses, intensive coaching from experts, enhanced infrastructure, technology, and other resources to support new ways of teaching. The resulting new competency-based curriculum and effective teaching cohort promise to produce a competent health care workforce that will change the landscape of health care and be felt for many years after this project is over. Indeed, the lasting benefits will have a positive impact not only on the careers of trainers and students directly involved but also on the future cohort of students. Other self-sustaining aspects of the project include strengthening the regulatory framework that will shape the health professional education system and creating a semiautonomous public NEE center supported by students' fees. At the training institution level, transformation will be reinforced by institutional reforms such as granted autonomy status, an expanded network of certified clinical training sites, and strengthened management information systems. The Ministry of Health (MOH) is recruiting the following Individual Consultants to carry out and assist the MOH in implementing the Strengthening Pre-service Education System for Health Professionals:

- 1- **National Monitoring and Evaluation Consultant for SPESH Project: 01 Position**
- 2- **National Project Coordinator Consultant for SPESH Project : 01 position**
- 3- **Consultant for technical advice of competency base education in medicine: 01 position**
- 4- **Consultant for technical advice of competency base education in dentistry: 01 position**
- 5- **Consultant for technical advice of development of standard and regulation for health: 01 position**
- 6- **Full-Time National Consultant for PCA IVA Technical Support : 01 Position**
- 7- **Consultant for Technical Assistance & Knowledge Exchange for SPESH Project: 01 Position**
- 8- **Local Consultant to support establishment of the national exit examination center: 01 Position**

Key responsibilities and Minimum Qualifications:

1- [National Monitoring and Evaluation Consultant for SPESH Project – 01 position](#)

Key Responsibilities:

- Support the PMT and HTIs for monitoring progress of the project result framework for SPESH project, and theory of change.
- The Specialist will study and thoroughly understand SPESH Project Appraisal Document, Project Operational Manual, Finance Agreement, other relevant project documents and relate World Bank and RGC procedures and manuals.
- Coordinate with the World Bank team in the implementation of the project impact and process evaluations and help to facilitate field work, reporting, relevant data sharing.
- Provide technical advice and support M&E aspect for the SPESH Project as required.
- Support PMT for implementation of the approved AWPB of project.
- Technical Assistance in the development of AWPB each year.
- Prepare Monthly progress reports of AWPB implementation
- Monitoring and follow up all activities mentioned in AWPB
- Prepare Quarterly, Semester & Annually Report of SPESH Project for Auditor, MEF or DP...
- *Other important tasks were stipulated in Term of reference details.*

Minimum Qualifications:

- Minimum Bachelor Degree in health sciences/education or other related fields; Master's degree or higher degree is advance.
- At least 5-year professional experience in project design, monitoring & evaluation, especially in health professional education including regulation and standardization, curriculum development, teaching and learning methods, student assessment and program evaluation;
- At least 3-year experience in health or education project management including planning, coordination, monitoring and supervision;
- Familiarity with the governance of health professional education system, Donor financed, WB/ADB and MOH managed projects;
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, etc.);
- Good analytical and problem-solving skills. Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Excellent computer knowledge and skill (MS Words, Excel, PowerPoint Access, Internet & Email, and data analysis), and must be good in Typing English & Khmer Unicode.

2- [National Project coordinator Consultant – 01 position](#)

Key Responsibilities:

1. Support PMT for the implementation of the approved AWPB:
2. Technical assistance in the development of the 2022 AWPB:
3. *Other important tasks were stipulated in Term of Reference details.:*

Minimum Qualifications

- Master's degree or higher degree in health sciences or education;
- At least 5-year experience in health professional education including regulation and standardization, curriculum development, teaching and learning methods, student assessment and program evaluation;
- At least 3-year experience in health or education project management including planning, coordination, monitoring and supervision;
- Familiarity with the governance of health professional education system, Donor financed and MOH managed projects;
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, etc.);
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Word, Excel, PowerPoint and social media platform are required, and must be good in Typing English & Khmer Unicode.

3- [Consultant for technical advice of competency base education in medicine – 01 position](#)

Key Responsibilities:

1. Technical support to update core competency framework for medicine:
2. Technical support for gap analysis of the existing curriculum:
3. Technical support for revision of national curriculum for medicine
4. *Other important tasks were stipulated in details of Term of reference*

Minimum Qualifications:

- Medical Doctor or higher degree in medicine;
- At least 3-year experience in health professional education including regulation and standardization, curriculum development, teaching and learning methods, student assessment and program evaluation;
- At least 2-year experience in health or education project management including planning, coordination, monitoring and supervision;
- Familiarity with the governance of health professional education system, Donor financed and MOH managed projects;
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, etc.);
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Word, Excel, PowerPoint and social media platform are required, and be good in Typing English & Khmer Unicode is advantage.

4- [Consultant for technical advice of competency base education in dentistry – 01 position](#)

Key Responsibilities:

1. Technical support to update core competency framework for dentist:
2. Technical support for gap analysis of the existing curriculum:
3. Technical support for revision of national curriculum for dentist
4. *Other important tasks were stipulated in details of Term of reference*

Minimum Qualifications:

- Doctor of dentist or higher degree in dentist;
- At least 3-year experience in health professional education including regulation and standardization, curriculum development, teaching and learning methods, student assessment and program evaluation;
- At least 2-year experience in health or education project management including planning, coordination, monitoring and supervision;
- Familiarity with the governance of health professional education system, donor financed and PMT;
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, etc.);
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Word, Excel, PowerPoint and social media platform are required, and be good in Typing English & Khmer Unicode is advantage

5- [Consultant for technical advice of development of standard and regulation for health – 01 position](#)

Key Responsibilities:

1. Technical support to develop standard criteria for HITs and practice sites:
2. Technical support to develop of regulation for HTIs to be semi-autonomous:
3. *Other important tasks were stipulated in Term of Reference details.*

Minimum Qualifications:

- Bachelor's degree or higher degree in health sciences;
- At least 3-year experience in health professional education including regulation and standardization, curriculum development, teaching and learning methods, student assessment and program evaluation;
- At least 2-year experience in health education management;
- Familiarity with the governance of health professional education system, Donor financed and MOH managed projects;
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, MEYS, MEF, etc.);
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Excel, Word, and PowerPoint are required.

6- [Full-Time National Consultant for PCA IVA Technical Support – 01 position](#)

Key responsibilities:

- Review the SPESH Project Operation Manual to understand about the objectives and indicators achievement of the project.
- Understanding about Human Resource Department (HRD), Health Training Institutions (HTI) and all Regional Training Centers (RTC).
- Understanding about the Service Delivery Grant; performance-based grant and input-based grant
- Review the existing method of HEF verification.
- Develop standards operation procedure or protocol for verification
- Conduct consultative meetings with stakeholders to validate the verification protocol
- Finalize the SOP or verification protocol.
- *Other important tasks were stipulated in Term of Reference details.*

Expected output.

A completed verification method, template, tools and writing report model of IVA verification for pre-service training project.

Minimum Qualifications:

- a. University degree**
 - Post-graduate qualification in Education in Health Professional/ Human resource management/Public Health Management and/or Health Economics or relevant field with at least a master's degree in the area of financing, auditing, and public policy development.
- b. Experience**
 - Minimum 3 to 5 years proven experienced in developing standards

- operation procedure for verification, auditing
- Minimum 5 years of work experienced in field of Education, or in public health
- Experience in use of information and data analysis concerning health professional training systems, particularly human resource management
- c. Skill and Competencies**
 - Strategic planning and leadership
 - Demonstrated ability to lead and motivate counterparts
 - Ability to work with minimal supervision
 - Teamwork and Results
 - Preferably experience in global experience in health professional training & human resource management.

7- [Consultant for Technical Assistance & knowledge exchange – 01 Position](#)

Key responsibilities:

- Technical support to the PMT in the preparation of Annual Work Plan and Budget (AWPB) relating to knowledge exchanges and training courses for health professional educators and assessors.
- Technical support to the PMT in the development of concept notes for national conference, training workshops, study visits and other knowledge exchange platforms. The concept notes shall include rationale for knowledge exchange activities, objectives, date and venue, agenda, guest speakers or trainers, list of participants, cost estimation, etc.
- Operational support to the PMT in the organization of knowledge exchange activities in line with approved AWPB and concept notes including logistic arrangement and assistance.
- Technical support to the PMT in evaluation and reporting on conducted knowledge exchange activities.
- Facilitate dialogues/meetings/discussions between the WB team and international consultants with PMT, implementing teams and relevant stakeholders; accompany and facilitate international consultants' site visits and meetings with local stakeholders.
- *Other important tasks were stipulated in Term of Reference details.*

Minimum Qualifications:

- Bachelor or higher degree in the field of public health or health related, education, management, development, diplomacy, or policy is preferred.
- Familiar with the medical education system in Cambodia
- Experience in organizing national conferences, training, workshops, study visits or other forums for knowledge exchange
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Excel, Word, and PowerPoint are required, and be good in Typing English & Khmer Unicode is advantage.

8- [Local Consultant to support establishment of the national exit examination center – 01 Position](#)

Key Responsibilities:

1. Technical support to the FP in the development a concept notes for establishment of national exit examination center:
2. Technical and operational support to the FP in the organization of consultative workshops and meetings on establishment of national exit examination center with relevant stakeholders:
3. Technical and operational support to the FP in the implementation of project activities relating to national competency-based exit examination once the concept note is approved:
4. Technical and operational support to the FP in the development of AWPB
5. *Other important tasks were stipulated in Term of Reference details:*

Minimum Qualifications:

- Bachelor's degree or higher degree in education, health sciences and related fields
- At least 3-year experience in competency assessment, experience in competency-based examination is preferred
- Experience in health or education project management including planning, coordination
- Familiarity with the health professional education system, Donor financed and MOH managed projects
- Demonstrated ability to establish and maintain strong working relationship between key stakeholders (MOH/HRDD, UHS, RTCs, etc.);
- Ability to perform effectively under pressure and with time constraints.
- Excellent communication and interpersonal skills, with excellent written and spoken Khmer and English language skills required.
- Knowledge and skill on Microsoft Excel, Word, and PowerPoint are required and be able Khmer typing.

The Ministry of Health invites expressions of interest from eligible, qualified, and experienced individual consultants to undertake the above-mentioned services which are further detailed in the Terms of Reference for the assignment from the address below during office hours from 7:30 to 12:00 and from 14:00 to 17:30 hours, Monday through Friday, except public holidays.

In submitting their expressions of interest, consultants are requested to indicate the name of position which he/she is applying for. Interested consultants must provide a cover letter which attention to **Prof. Thir Kruy**, Project Director of SPESH; and their updated curriculum vitae, indicating personal and technical skills, academic qualifications, experience in similar assignments, and experience in Cambodia and/or other developing countries along with the names of at least three (3) referees with contact information (e-mail address, telephone or fax numbers).

Expressions of Interest shall be submitted in electronic through email to: khopmeanreth@yahoo.com; neanghrd@gmail.com; kou.raksmei@yahoo.com and copy to thiengseyha@gmail.com or in hard copy by CV including a cover letter with indicated the title of position which he/she is applying by or before **December 22, 2022 (before 17:30 hours)** to Ms. Kou Raksmei, Chair of Bid Evaluation Committee, Ministry of Health, on Ground Floor, #80, Samdech Penn Nouth Blvd.(289), Sangkat Beoung Kok 2, Toul Kork District, Phnom Penh, Cambodia, Tel: 092 333 983 / 012 703 971.