

Project description

Introduction

Expertise France (EF) is a public agency created on 1st January 2015 and merging 6 French public agencies under the supervision of the French Ministries of Foreign Affairs and Economy and Finance, with a strong inter-ministerial vocation. EF offers program engineering and technical assistance by developing and implementing international cooperation actions worldwide. EF operates in various fields of development and institutional cooperation including safety and security reform, post-crisis/stability, public health, human rights, strengthening of institutions and NGOs and governance. Carrying out large-scale, multi-stakeholder programs, EF can ensure the cooperation between individuals, teams and institutions with very different statuses, cultures and specialties. Besides, EF has acquired a sound experience in administrative and financial management of large-scale international programs.

Context & Needs

The *Agence française de Développement* (AFD) has set up a dedicated financing instrument for peace and resilience in the Middle East, called the Minka Middle East Initiative. This instrument finances projects aiming at increasing living conditions and access to essential services of crisis-affected population. These projects should also contribute to build trust between State and society and reduce tensions between communities.

In Mosul, AFD aims at launching activities in the **newly rehabilitated MRCC** established within and under the leadership of the University of Mosul. This project proposal received strong support from the Iraqi authorities and stakeholders met on AFD's first mission in the health sector in Iraq, during the second quarter of 2019.

AFD expressed interest to participate in the final investments required **to upgrade the current medical equipment and ensure the proper functioning of this site** with a granted amount of 10 million euros. AFD would finance the **acquisition, maintenance and/or repair of medical equipment and infrastructure**. This may include small renovations as well as mechanical, electrical and plumbing engineering to ensure the proper functioning of the material and equipment. AFD would also support the reinforcement of the MRCC management strategy, as well as **training of medical, paramedical, and administrative personnel**.

The overall objective of the project is **to improve access to quality and accessible healthcare services for the population of Nineveh Governorate**.

It breaks down into three specific objectives:

- To support the proper functioning of the newly rehabilitated Medical Research and Care Centers in Mosul University;
- To strengthen the capacity, skills and resources to attract and retain qualified employees of the Medical Research and Care Centers;
- To support the Mosul University's management capacities to ensure the long-term sustainability of the project.

A preliminary feasibility study was conducted between May and September 2021 by Expertise France through a team of technical experts in order to assess and define the needs in terms of rehabilitation and development of the Medical Research and Care Center (MRCC) of Mosul University, and to allow the design of a larger project in support of the MRCC that should be implemented in 2022. The **specific objectives of this feasibility study were: 1) Assess the availability and proper use of the required**

equipment of the MRCC; 2) Assess the available Health human resources and planned governance mechanisms at the MRCC. The study resulted in a final report shared with AFD in September 2021 that included a list of strategic recommendations.

In order to define a comprehensive action plan within the framework of the future 2022 MRCC project funded by AFD, some of the recommendations from the feasibility study shall be completed by additional expertise. This will allow to accurately address the essential prerequisites for this project and to facilitate the elaboration of a complete strategy.

Job description

The Hospital and HR Management specialist will work in and for the MRCC of Mosul under the supervision of the Senior Coordinator hired for the project and based in Erbil and under the general guidance of the Expertise France Project Manager in Paris. The consultant will be in charge of answering the recommendations related to the Management of the MRCC:

1. The MRCC medical project, as well as its financing plan, have to be structured and formalized
2. The MRCC medical project should be planned in a way that the most vulnerable population will have access to the health care services.
3. There is a global lack of beds, especially for ICU and the oncology unit. An increase in the number of beds and a related building adjustment and reorganization of the services should be considered.
4. A dedicated team within the HR department would be necessary in order to both assist section heads as well as liaise with stakeholders and outside contributors.
5. It is critical that block A is staffed first as it includes most of the central functions for the whole MRCC.
6. A training plan should be developed according to the available and dedicated human resources.

The Hospital and HR Management specialist will be part of a team composed by Infrastructure, Biomedical, Legal, Waste Management experts. He will work in Erbil, in Mosul when possible and at distance to finalize the reports.

He/She will strictly follow the security guidelines provided by the Senior Coordinator.

Tasks of the consultant:

1. Completion of the Hospital and HR Management recommendations

A technical report detailing the evaluation of all aspects related to governance, planning, costing, financing, HR, training, regulation and management of the MRCC

➤ Included the following technical deliverables :

- A list of actions to build leadership, to strengthen management capacities and to support the development of an enabling environment for working.
- An updated and detailed mapping of all needed health workforce and none related health workforce, in general and by services
- An updated and detailed mapping of available health workforce and none related health workforce, specifying their educational qualification and motivation, administrative financial level, etc.,
- An assessment of the capacity and training needs of medical, administrative and management teams;
- A detailed budget for the functioning of the MRCC

2. Project development

The consultant will participate to the preparation of a second phase of the project based on the initial and the complementary studies in coordination with the EF Senior Coordinator.

Qualifications and skills of the consultant

Qualifications

- Advanced University degree in public health administration or related fields, ideally with an additional qualification health and in human resources management or proven experience in Hospital direction.

Technical competencies and experience:

Demonstrated experience in:

- Administrative, managerial and financial management in health, social or medico-social establishments or services;
- Assess training needs for medical, administrative and management teams;
- Analysis of revenue and expenses of healthcare facilities: cost analysis, recommendations for improvement of operational efficiency;
- Evaluation of healthcare facilities and health systems organization
- Knowledge of Iraqi context
- Experience in a developing country will be an asset
- Excellent command of English (written and oral)
- Good command of office tools, including Excel and Word;

Other information

- Mission area: Mosul
- Duration: around 35 days in Erbil, Mosul and at distance
- Starting date: January 2021
- Contract type: CPS

Documents to submit

Application must include the following:

- CV
- Cover Letter with 3 relevant references

Applications should be sent to Expertise France at solene.de-montmarin@expertisefrance.fr before 22nd November 2021, using the following subject: Irak – EF Coordinator

If you do not receive a response within 1 month of the application deadline, please consider that your application has not been shortlisted.

Fees for the services will be negotiated with the designated candidate

This job description is subject to subsequent amendments by Expertise France strategic orientations fixed by the Health Department Managers in accordance with the employee.