

Terms of Reference / Job Description

Health Results-Based Financing Technical assistance project

Job title: Health Financing Expert – National position
Reports to: Team leader
Location: Kigali with occasional travel to other regions in Rwanda
Type of contract: full-time, fixed-term contract
Contract duration: 1 year, with possibility of renewal (local contract)

Overview

Expertise France is the French agency for international cooperation, under the Ministry of Europe and Foreign Affairs and the Ministry of Finance. The agency develops and implements projects that sustainably strengthen public policies in low- and middle-income countries and focuses on four priority areas:

- Democratic, economic and financial governance;
- Stability of countries in crisis/post-crisis situations and security;
- Combating climate change and favouring sustainable urban development;
- Strengthening health systems, social protection and employment.

In these areas, Expertise France engineers and implements capacity-building projects, mobilises technical expertise and acts as a project coordinator, bringing together public expertise and private know-how. With an annual business volume of 390 million euros and over 400 projects in 145 countries, Expertise France's activities are part of France's international cooperation policy and official development assistance.

Active since 2019 in Rwanda, Expertise France Rwanda implements 6 projects, primarily funded by the European Union, AFD and the French Ministry of Foreign Affairs, for a total amount of €50M. The agency's main areas of intervention in Rwanda are:

- Economic and financial governance
- Sustainable development, climate and agriculture
- Health and human development

Project description

To support Rwanda's Health Sector Strategic Plan V (2024–2029) to address maternal mortality (149 deaths per 100,000), chronic malnutrition (27% stunting), and non-communicable diseases (50% of deaths) while prioritizing climate resilience and gender-responsive care, the Agence Française de Développement (AFD) has developed a Results-Based Financing (RBF) loan in collaboration with the Ministry of Health (MOH), Rwanda Biomedical Centre (RBC), and the Ministry of Finance (MINECOFIN).

AFD's loan uses results-based payments conditioned on key performance indicators to strengthen Rwanda's health system, building on existing RBF mechanisms to enhance access to climate-resilient, gender-responsive healthcare. This loan includes a specific focus at district level in the Northern Province, targeting four districts: Musanze, Gakenke, Rulindo, and Gicumbi.

The RBF program is designed to target two MOH priorities:

- Increasing qualified healthcare professionals within a strengthened health system
- Enhancing access to high-quality primary healthcare addressing maternal/child health, NCDs, mental health, nutrition, and emergencies

To support the RBF implementation, AFD has requested Expertise France to provide technical assistance through residential experts to be seconded to key divisions or departments within RBC and MOH. This planned support focuses on five strategic areas: Decentralized Healthcare, Health System Governance and Management, Biomedical and Health Infrastructure, Climate Resilience and Sustainable financing.

The technical assistance project is implemented over a period of 30 months. Under the management of a team leader, the team consists of 11 Technical Experts, with support from Expertise France's Kigali-based Project Support Unit (PSU) for administrative, finance, HR and procurement, as well as Paris-based HQ for public health technical support.

This position is part of an embedded technical assistance approach aimed at strengthening institutional capacity within the Ministry of Health. The national expert will contribute to anchoring analytical functions within existing government systems and processes, ensuring continuity of reforms and alignment between central and decentralized levels.

The Role

The Health Financing Expert (national position) will support the development and implementation of health financing strategies and analytical tools to strengthen the financial sustainability and efficiency of Rwanda's health system, within the RBF program and broader health financing reforms.

Under the leadership of the MOH, and in close collaboration with RBC, MINECOFIN, RSSB and other partners, the expert will contribute to strengthening financial planning, resource allocation and monitoring of health financing flows across the health system, while supporting sustainability and transition towards increased domestic financing.

The expert will play a key role in operationalizing analytical work, ensuring its integration into routine Ministry processes, and supporting institutionalization of health financing functions.

The national expert will operate in close tandem with the international expert, contributing to the implementation of strategic analyses and ensuring their adaptation to operational and institutional contexts.

Key Responsibilities:

1. Conduct integrated health financing analyses (costing, expenditure, financial sustainability and resource allocation) to inform Ministry of Health planning, budgeting and policy decisions.
2. Assess financial implications of major health sector reforms (PHC, HRH 4x4, service delivery transformation) and contribute to evidence-based policy recommendations.
3. Support monitoring of health financing flows, including RBF, and budget execution, ensuring alignment with performance frameworks and public financial management systems.
4. Analyse CBHI financing, risk pooling and benefit package evolution, including implications for equity, financial protection and sustainability.
5. Analyse health facility financing and financial autonomy reforms to assess efficiency, accountability and service delivery performance.
6. Develop and institutionalize financial models, analytical tools and dashboards to strengthen routine health financing analysis and monitoring.
7. Produce high-quality analytical outputs (reports, policy briefs) and support policy dialogue and coordination across MOH, RBC, RSSB, MINECOFIN and partners.
8. Strengthen institutional capacity through mentoring and on-the-job support, and contribute to the institutionalization of analytical functions within the Ministry, in close collaboration with the international expert, including contributing to the preparation of analytical outputs, policy briefs and knowledge products for dissemination.

Qualifications

- Advanced degree in health economics, health financing, economics, public health, public policy, or a related field.
- 3-5 years of relevant experience in health financing, health economics, or health systems strengthening.
- Experience in costing, economic evaluations, financial modelling, and expenditure analysis.
- Experience with health financing reforms, RBF, public financial management, or financial monitoring of health programs.
- Experience working with government institutions and/or donor-funded health programs.
- Strong analytical and quantitative skills, including proficiency in Excel and statistical tools (e.g., R, Stata).
- Ability to analyse data and produce clear reports, policy briefs, and analytical outputs.
- Experience in stakeholder coordination and capacity building in health financing or health systems.
- Strong written and oral communication skills.
- Fluency in English required; French and/or Kinyarwanda is an asset.
- Demonstrated ability to work in embedded advisory roles and support day-to-day interaction with government technical teams.

Desired start date: June 2026

Application deadline: April, 26, 2026.

Remuneration: competitive remuneration will be offered according to Expertise France's salary scale and the candidate's qualification and experience.

How to apply: Please apply here by uploading your CV and cover letter (no longer than 2 pages each), as well as three professional references with contact details.

Candidates are invited to submit their application as soon as possible. Expertise France reserves the right to pre-select candidates before the application deadline.