

TERMS OF REFERENCE AND TECHNICAL SPECIFICATIONS

I. General information

Assignment name	Development of a Ghanaian CIFRE-inspired Model for the Health Sector
Beneficiary	Ghanaian Universities and Relevant Ministries (Education, Environment Science and Technology, Health)
Country	Ghana
Total estimated number of days	Approx. 60 days

II. Context and justification of the need

About Expertise France

Expertise France is an inter-ministerial agency in charge of international technical cooperation and is the second-largest in Europe, with 51% of its funding coming from the European Union. As a subsidiary of the Agence Française de Développement (AFD) Group, it designs and implements projects aimed at strengthening public policies in key development sectors such as governance, security, climate change, health, education, and more.

With a business volume of €324 million in 2021 and a portfolio of over 350 projects across 100 countries, Expertise France has extensive experience in developing technical cooperation projects in private sector development, particularly in supporting public-private dialogue, regional integration, and public-private partnerships. Mandated by partner countries and donors, Expertise France recruits specialized experts for each project to mobilize the appropriate expertise for each mission.

General context

Ghana has established itself as one of West Africa's leading economies, with sustained investments in higher education, innovation and entrepreneurship as key drivers of sustainable economic growth. The country has made significant progress in strengthening its research and innovation ecosystem, supported by an expanding network of universities, research institutions, innovation hubs and a growing private sector. However, collaboration between academia and industry remains limited, particularly in translating research outcomes into market-oriented innovations and addressing the skills needs of strategic sectors.

The health sector represents one of Ghana's priority sectors for economic diversification and sustainable development. While the country benefits from a dynamic ecosystem of universities, research institutions and emerging health technology companies, important challenges remain in strengthening research commercialisation, fostering industry-academia collaboration and developing innovation capacities that respond to national health priorities. Improving links between higher education institutions and the private sector is therefore essential to accelerate innovation, strengthen local value chains and enhance the competitiveness of Ghana's health ecosystem.

To address these challenges (among others), the Ghana Green & Digital PSD Programme, funded by the EU and implemented by a consortium led by the Netherlands Enterprise Agency (RVO) together with UNCDF and Expertise France, aims to strengthen the enabling environment and support ecosystem for innovative and growth-oriented enterprises in Ghana. Within this framework, the health sector has been identified as one of the project's priority value chains for targeted support.

One promising avenue to strengthen collaboration between academia and industry is the adaptation of the French CIFRE (Conventions Industrielles de Formation par la Recherche) model. Established in France in 1981, the CIFRE scheme promotes applied research by supporting doctoral candidates who conduct their research within a company while being jointly supervised by both an academic institution and the private sector. This tripartite partnership fosters knowledge and technological transfer, innovation and skills development while responding to concrete industrial challenges. Building on the principles of this model, the project seeks to explore the feasibility of developing a Ghanaian mechanism adapted to the country's institutional, academic and economic context. Particular attention will also be given to assessing whether a similar approach could be extended to Master's level programmes, where appropriate.

III. Objectives and desired results

1) General objective:

The overall objective of the assignment is to support the development of a Ghanaian industry-academia research partnership model inspired by the French CIFRE scheme, with a specific focus on strengthening applied research, innovation and skills development in Ghana's health sector.

2) Specific objectives:

To achieve this objective, the action will pursue the following specific objectives:

- **SO1.** To assess the Ghanaian higher education, research and health innovation ecosystem in order to identify the opportunities, challenges and enabling conditions for the development of a CIFRE-inspired model.
- **SO2.** To identify Ghanaian universities, public institutions and private sector actors that could be interested in, eligible for, and capable of participating in a CIFRE-inspired mechanism in the health sector.

- **SO3.** To design an adapted Ghanaian model, including its governance, implementation modalities, funding options and operational requirements, with consideration given to both PhD-level and potential Master's-level pathways.

3) Expected results:

The achievement of these objectives is expected to generate the following results:

- **Result 1.** The Ghanaian context is assessed, and the institutional, regulatory and operational conditions for the development of a CIFRE-inspired model are identified.
- **Result 2.** Relevant Ghanaian universities, ministries, research institutions and private sector actors in the health sector are mapped and assessed in terms of interest, eligibility and implementation capacity.
- **Result 3.** A Ghanaian CIFRE-inspired model for the health sector is designed, including its governance framework, implementation modalities, eligibility criteria, partnership arrangements and financing options.

IV. Description of the assignment

1) Scope of work

The consultant will provide technical assistance to Expertise France in assessing the feasibility and designing a Ghanaian industry-academia research partnership model inspired by the French CIFRE scheme.

The assignment will focus on Ghana's health sector and will aim to strengthen collaboration between universities, research institutions, government stakeholders and the private sector in order to promote applied research, innovation and knowledge transfer.

Building on an analysis of the French model and the Ghanaian institutional landscape, the consultant will develop an operational model adapted to the national context. The assignment will also explore the feasibility of extending such a mechanism beyond doctoral programmes to Master's-level students where appropriate.

Throughout the assignment, the consultant will adopt a participatory approach, engaging relevant public and private stakeholders to ensure that the proposed model is technically sound, institutionally feasible and aligned with national priorities.

2) Tasks to be carried out

To achieve the above objectives, the beneficiary will be expected to undertake the following tasks:

Task 1 – Review of the French CIFRE model and international good practices

- Analyse the governance, financing, implementation arrangements and success factors of the French CIFRE scheme
- Review comparable international models promoting collaboration between academia and industry through applied research
- Identify key lessons that could inform the development of a Ghanaian model

Task 2 – Mapping and feasibility assessment

- Assess the Ghanaian higher education and research landscape, including the structure of public and private higher education institutions, postgraduate education pathways, research practices, industry collaboration mechanisms, and the role of applied research within the health sector
- Map relevant Ghanaian universities, research institutions and government bodies, funding institutions and private sector stakeholders involved in health research and innovation
- Conduct stakeholder consultations and interviews to assess needs, expectations, existing collaboration mechanisms and potential roles in a future CIFRE-inspired model
- Assess the institutional, legal, academic and financial feasibility of implementing a Ghanaian CIFRE-inspired model
- Identify existing initiatives, opportunities for synergies and key enabling conditions for the development of the proposed mechanism

Task 3 – Design of the Ghanaian model

- Develop an operational Ghanaian industry-academia research partnership model inspired by the French CIFRE scheme
- Define the proposed governance framework, institutional arrangements, eligibility criteria, partnership modalities, supervision arrangements and financing options
- Clarify the roles and responsibilities of the different stakeholders involved, including universities, government institutions, private sector partners and students
- Define the implementation modalities and financing mechanism required for the future deployment of the model, including the main steps, resources and institutional responsibilities
- Assess the feasibility of applying the mechanism to doctoral programmes and explore potential adaptations for Master's-level programmes

Task 4 – Development of an implementation roadmap

- Develop practical recommendations for implementing the proposed mechanism
- Identify potential pilot institutions and implementation scenarios
- Prepare an indicative implementation roadmap, including key milestones, risks and enabling conditions

Task 5 – Validation and finalisation

- Present the proposed model and recommendations during a validation workshop with relevant stakeholders

3) Anticipated deliverables

Deliverable	Description	Deadline
1 – Inception Report	Methodology, work plan, timeline and stakeholder engagement plan	T0 + 2 week
2 – Diagnostic and Feasibility Assessment Report	Assessment of the French CIFRE model, mapping of relevant stakeholders and feasibility analysis for the Ghanaian context	T0 + 7 weeks
3 – Draft Ghanaian CIFRE-inspired Model	Draft operational model, including governance framework, implementation modalities and financing options	T0 + 10 weeks
4 – Validation Workshop	Validation workshop, presentation materials and summary of stakeholders' feedback	T0 + 12 weeks
5 – Final Report	Final Ghanaian CIFRE-inspired model, implementation roadmap and recommendations	T0 + 3 months

4) Coordination

A. Follow-up:

Mrs Naomie BOKETA of the “Economie Durable et Inclusive” (EDI) Department will be the service provider’s sole contact person for Expertise France.

E-mail: naomie.boketa@expertisefrance.fr

B. Process:

The assignment will be carried out under the overall supervision of Expertise France and in close coordination with the Ghana Green & Digital Inclusive Private Sector Development (GDI-PSD) Project team.

A kick-off meeting will be organised at the beginning of the assignment to review the objectives, methodology, work plan, expected deliverables and reporting arrangements.

Throughout the assignment, the Consultant shall maintain regular communication with Expertise France and participate in coordination meetings as required to present progress, discuss key findings and validate the proposed approach.

The Consultant will work in close collaboration with Expertise France when engaging with relevant stakeholders, including universities, government institutions, research organisations and private sector representatives, to ensure consistency with the project's objectives and ongoing activities.

The Consultant shall ensure that all deliverables are submitted according to the agreed timeline and shall integrate comments provided by Expertise France and key stakeholders before final submission.

Any travel, stakeholder consultations, workshops or other activities required for the implementation of the assignment shall be included in the financial proposal.

V. Place, duration and terms of performance

- 1) **Implementation period:** 3 months
- 2) **Start date:** October 2026
- 3) **End date:** January 2027

The assignment will be carried out remotely, with missions to Ghana as required. The Consultant shall ensure regular coordination with Expertise France throughout the assignment.

VI. Required expertise and profile

Eligibility

- Master's degree or higher in higher education, public policy, innovation management, research management, economics, health sciences, or another relevant field. A PhD would be considered an asset
- Excellent command of English, both written and spoken
- Excellent analytical, drafting and facilitation skills

Required experience

The Consultant shall demonstrate:

- At least 10 years of relevant professional experience in higher education, research and innovation policy, innovation ecosystems, or institutional development
- Demonstrated experience in designing or supporting collaboration mechanisms between academia, research institutions and the private sector
- Proven knowledge of the French CIFRE scheme or similar industry-academia research partnership mechanisms
- Experience in conducting institutional assessments, feasibility studies and multi-stakeholder consultations
- Previous experience working with universities, research institutions and public authorities
- Experience in Sub-Saharan Africa, preferably in Ghana, would be considered an asset

- Experience working on donor-funded technical assistance projects would be considered an asset

Other requirements

- Ability to work independently while maintaining close coordination with Expertise France and national stakeholders
- Availability to undertake missions to Ghana, if required
- Ability to deliver high-quality outputs within tight deadlines

VII. Practical information

Location: Remotely, with missions to Ghana as required

Status: Individual international expert.

Application process: Interested candidates shall submit: (i) an updated CV demonstrating their suitability for the assignment; (ii) a technical proposal outlining their understanding of the assignment and proposed methodology; and (iii) a financial proposal. Additional application requirements, if any, will be specified in the procurement notice.