



---

**Sahel Women's Empowerment and Demographic Dividend Regional Project (SWEDD)**

---

**RECRUITMENT OF A CONSULTING FIRM TO SUPPORT WAHO IN  
THE IMPLEMENTATION OF A DISTANCE EDUCATION SYSTEM IN  
NURSING AND MIDWIFERY TRAINING INSTITUTES IN SWEDD  
COUNTRIES**

---

**Terms of Reference**

May 2018

These terms of reference were developed with a view to engaging a consultant to assist the West African Health Organisation (WAHO) in setting up a distance learning system (e-learning) in health training institutions (midwives and nurses) as part of the Women's Empowerment and Demographic Dividend in the Sahel (SWEDD) project.

## **BACKGROUND AND RATIONALE**

Today, the contribution of Information and Communication Technology (ICT) to solving health problems, including building staff capacity and improving access to quality health services, is beyond doubt.

Indeed, the use of ICTs facilitates access to information, sharing and acquisition of knowledge and know-how. It creates a dynamic of communication and interaction. In education and health, ICTs are a means to addressing the many challenges that systems face. Indeed, ICT can make it possible to respond to the shortage of qualified teachers, provide teaching while avoiding the displacement of learners, causing absenteeism detrimental to the health of populations, reducing delays in access to care thanks to remote consultations, strengthening diagnostic and therapeutic capacities and improving the collection, analysis and sharing of health information, etc... The integration of ICTs is thus becoming essential to improving the quality of health-care delivery.

With this in mind, the World Bank, within the framework of the Women's Empowerment and Demographic Dividend in the Sahel (SWEDD) project, has granted financial support to the West African Health Organisation (WAHO) to support it in its efforts to introduce distance education (e-learning) into the curricula of health training institutions (midwives and nurses) in the countries of the region, in order to enable them to deliver the theoretical part of the training curricula in the format required for e-learning.

The Women's Empowerment and Demographic Dividend in the Sahel (SWEDD) project is a regional initiative involving six countries in the Sahel region, namely **Burkina Faso, Côte d'Ivoire, Mali, Mauritania, Niger and Chad**, one of whose objectives is to strengthen regional capacities to improve the supply of reproductive, maternal, newborn, child and nutritional health commodities and qualified personnel.

These Terms of Reference are designed to guide the consultant's work.

## **Objectives**

### Main objective

Support the implementation of the distance learning system (e-learning) in the basic curriculum of health training institutions (midwives & nurses) in the target countries of the SWEDD project.

### Specific Objectives

1. Propose a model for a distance learning system for health training institutions, particularly midwives in the project's target countries;
2. Support countries in the process of setting up teacher and student training in the use and management of the e-learning system;
3. Facilitate the establishment of a network between institutions to ease the implementation of the harmonised basic training curriculum for health workers;
4. Set up an Open Distance Learning system (ODL) in each training institute.
5. Propose a sustainability plan for the e-learning system for all countries.

## **DUTIES OF THE CONSULTING FIRM**

The consulting firm will be responsible for supporting WAHO and all the institutions of the beneficiary countries to set up an online training system in their training programme and to support them operationalise it. It must therefore help to set up a system that facilitates the pedagogical, technical and administrative management of the platform.

More specifically the consulting firm shall:

- To perform a situational analysis, in the countries, of the existing human resource mechanisms and to offer advice with a view to making better use of them and to identifying avenues for harmonisation;
- Analyse WAHO's capacity to serve as a hosting centre for the various servers and propose solutions where necessary;
- Define activities, delivery formats and learning strategies;
- Provide detailed advice on the choice of an Open Source solution (also mobile and tablet compatible) and interactive content (application of learning strategies, integration of multimedia materials and development of tutorials).
- To provide support to training institutes in adapting teaching modules and putting them online;
- Develop the training modules and online evaluation systems for learners;
- Configure and deploy the e-learning system on WAHO servers (which use the Linux operating system);
- Support the training institutes in deploying and owning the system that will be set up;
- Propose a sustainability plan for the e-learning system for all countries.

## **Deliverables**

For each country, the consultant will produce a report that outlines a roadmap for the implementation of e-learning with an inter-connectivity plan between the training institutions and the WAHO server that will serve as the platform to host the system.

The consultant's report should also include recommendations on investments and capacity building needs to allow institutions to make full use of e-learning in the basic training of students with a plan for accompanying training institutions.

Above all, the consultant is expected to provide an operational online teaching platform and a system sustainability plan.

## **EXPERTISE REQUIRED**

The mission will be carried out by a Consulting Firm that is duly registered and in good standing with the Government of its country or the country in which it is headquartered.

For this mission, the Firm must have at least three (3) Experts with the following skills and qualifications:

**A team leader with expertise in teaching** and holder of a PhD or educational engineering degree or any other equivalent certificate with at least ten (10) years of experience in the pedagogical design and development of training content and e-training, able to set up an innovative teaching method that is targeted and complementary to the other traditional learning methods. They must possess a mastery of pedagogy and how to combine it with technology and have proven experience in supporting one or more establishments in the implementation of e-learning. They must also have in-depth knowledge of the training system for health workers in the ECOWAS region, have strong analytical skills, be organised, creative and have a perfect command of French. Fluency in other official ECOWAS languages (English, Portuguese) will be an asset.

**An Expert Responsible for Training and Development**, holder of a Master's degree in Nursing and Obstetrics or equivalent, with a good track record in training health workers, including nurses and midwives. The ideal candidate should have been an educational manager in a health training institute for at least five (5) years, preferably in a country of the sub-region, with a mastery of the design and development of training programmes, especially for health workers. They must also have a sound knowledge of the harmonised tools and guides for training health workers in the ECOWAS region. He must have experience in creating training and development programmes including e-learning and have a perfect command of French. Fluency in English and Portuguese will be an asset.

**An ICT Engineer, Training Technology Manager**, with a minimum of a Bachelor's degree in ICT and a mastery of LMS platforms (user/administrator) possessing a perfect knowledge of Open Source e-learning tools; Mastery of office automation, collaboration and online publishing tools (CMS, state-of-the-art web technology...); Knowledge of Linux operating systems; Knowledge of Internet and multimedia technologies; General knowledge in education sciences; Knowledge of the use of digital technology in higher education; Knowledge of learning approaches, teaching and evaluation as well as tools and resources used in education.

## **Duration of Consultancy:**

The assignment will last twelve (12) months, taking into account the training and coaching components of the countries.

## **Location and Travel**

The assignment covers Burkina Faso, Chad, Côte d'Ivoire, Mali, Mauritania and Niger. WAHO will facilitate contact between the consultant and the countries.

## **APPLICATION**

The West African Health Organisation (WAHO) invites qualified consulting firms (“consultants”) to express their interest in providing the afore-mentioned services.

Interested consultants must demonstrate that they possess the requisite qualifications and relevant experience (documentation on the firm and its areas of competence, references on execution of similar contracts in the past) to undertake the assignment. The references must be evidenced by cover pages and Contract signature pages or Certificates of successful completion. A summary description of the references must include the purpose of the mission, the address of the client, year of completion, duration of the mission, Curricula Vitae (CV) of key the Experts proposed for the mission;

The expression of interest shall be sent to the following address:

**The West African Health Organisation**  
**01 BP 153 Bobo-Dioulasso 01**  
**Avenue Ouezzin COULIBALY**  
**Burkina Faso**  
**Telephone: (226) 20 97 57 75/ 20 97 00 97**  
**Fax: (226) 20 97 57 72**  
**Email address: [offres@wahooas.org](mailto:offres@wahooas.org)**  
**Web site: [www.wahooas.org](http://www.wahooas.org)**

## **CONDITIONS OF ENGAGEMENT**

A consultant's contract will be established between WAHO and the selected firm in accordance with World Bank guidelines.

## **Budget**

The mission will be financed by the West African Health Organisation (WAHO) from the SWEDD Project funds.

## **FINAL PROVISION**

WAHO shall be indemnified against any costs or expenses incurred by the Consulting Firm in connection with the preparation or submission of the EOI.