

Terms of Reference for Individual Contractor

Purpose of the Assignment	Operational Support Consultancy: <i>Enhancing South-South Partnership for Transforming Policy and Strategies Aiming for the well-being of Young People, including women and girls, in Africa</i>	
Location of Assignment	Remote with minimal travel	
Duration of Contract	4 months	
Anticipated start and end date	From: June 15, 2026	To: October 14, 2026
Reporting to:	CEO at Africa Academy for Public Health	

1. Background

In 2022, the Africa Centers for Disease Control and Prevention issued a Call to Action for Africa’s New Public Health Order, underscoring the need for increased capacity in the public health workforce. Additional domestic and global investments in public health workforce development are crucial to achieving the aspirations of Agenda 2063, the African Union's vision, which aims to build and accelerate the implementation of continental frameworks to foster equitable, people centered growth and development. Higher education and research in public health are critical for addressing the burden of disease in Africa and globally. Recognizing the pivotal role of higher education and research, the Africa Research, Implementation Science, and Education (ARISE) Network evaluated the capabilities of public health doctoral training in African schools and programs across three domains: instructional, institutional, and external. Six interrelated and actionable recommendations were derived to advance training, research, and practice capacity within and between universities. These can be achieved through partnerships among universities, research centers, national and sub-national public authorities, including public health and health sector organizations, as well as regional and global partners. We aim to develop a collaborative research, training, and workforce development program that translates these recommendations into action through south-to-south collaboration and experience sharing.

The Addis Continental Institute of Public Health will lead the collaboration with the Africa Academy for Public Health (AAPH). The ARISE Network that include institutions from Ethiopia (Addis Continental Institute of Public Health; Haramaya University), Ghana (University of Ghana), Nigeria (University of Lagos; University of Ibadan Research Foundation), South Africa (University of Witwatersrand, University of Cape Town, University of KwaZulu-Natal, and Africa Health Research Institute), Tanzania (Muhimbili University for Health and Allied Sciences and Africa Academy for Public Health), Burkina Faso (Nouna Health Research Centre), Rwanda (University of Global Health Equity and University of Rwanda), Botswana (University of Botswana), Senegal (Institut Pasteur), and Uganda (Makerere University School of Public Health and Mbarara University of Science and Technology) along with Harvard T.H. Chan School of Public Health in the US and Heidelberg Institute of Global Health in Germany have been working collaboratively to address issues of workforce enhancement, addressing pandemic issues, and the growing challenges of adolescent health for over a decade. The ARISE network brings together a multidisciplinary team of researchers and public health practitioners with in-depth experience and expertise in research training and capacity building, with a strong emphasis on a South-to-South collaboration.

With support from the Health Development Partnership for Africa and the Caribbean (HeDPAC) The ARISE Network seeks to engage an Operational Support Expert for dialogue facilitation and the development of innovative solutions to the workforce challenges the African continent faces in delivering routine health

services, and to better prepare the continent to respond to pandemic threats appropriately and in a timely manner. The challenges are currently exacerbated by the sudden withdrawal of international aid in almost all countries and the conflict in Western Asia, making self-sufficiency, which was advocated in the Primary Health Initiative in 1978, a formidable socioeconomic challenge for the countries in the South. The consultant shall provide technical support at convenings of the ARISE Network members and develop a long-term plan to sustainably accelerate health workforce development and job creation in the ARISE countries and beyond. Ultimately, the consultant will facilitate development of pathways for integration of young people, including women and girls, into the civil service workforce.

2. Scope of the Consultancy

The consultant will provide operational leadership and technical advisory support to strengthen a practical framework for expanding new job creation, focusing on innovation, service delivery, and commercialization. The consultant will also advise on strategic positioning within the broader global health ecosystems. This includes mapping key stakeholders and developing a cross-sector engagement collaboration strategy. In this, the consultant will:

- 2.1 Develop an operational strengthening brief with recommendations and priority actions for aligning programmatic goals and objectives with realistic operational structures, infrastructure, systems, staffing requirements and other relevant resources necessary for execution.
- 2.2 Ensure alignment between the program design and relevant institutional and country priorities for integration with existing systems, initiatives, and laws across the listed countries.
- 2.3 Clarify governance structures, roles, and decision-making processes.
- 2.4 Propose an implementation roadmap including phases, milestones, and deliverables that are well aligned with the budget.
- 2.5 Conduct operational risk assessment and develop mitigation strategies with contingency plans for long-term sustainability, scalability, and institutionalization pathways.
- 2.6 Coordinate closely with the Entrepreneurship and Innovation Expert Consultant to review and provide substantive feedback on program design and narrative sections related to new job creation strategies to ensure demonstration of feasibility and sustainability.

The consultant will provide recommendations and technical input, but final programmatic decisions will remain with the ARISE leadership team.

3. Duration and Reporting

The consultancy shall be for a duration of up to 4 months. The consultant will report to the ARISE leadership team through the CEO at Africa Academy for Public Health, and work in close coordination with designated institutional leads responsible for proposal development and strategic decision-making.

4. Desired Expertise and Qualifications

The consultant should demonstrate the following qualifications and experience:

- 4.1 Advanced degree in public health, health policy, global health, or a related field (at least master's degree, or equivalent).
- 4.2 Extensive experience (5+ years) designing, managing, or scaling complex global health programs or training/education initiatives.
- 4.3 Demonstrated expertise in operational planning, program implementation, and institutional capacity strengthening in global health or related sectors.

- 4.4 Experience coordinating multi-stakeholder initiatives involving universities, governments, research institutions, donors, and international organizations.
- 4.5 Strong understanding of global health systems, education, and workforce development, particularly in low- and middle-income country contexts.
- 4.6 Proven ability to translate strategic concepts into operational plans, including implementation roadmaps, governance structures, and partnership strategies.
- 4.7 Experience supporting the development of large-scale funding proposals, strategic initiatives, or multi-institutional programs.
- 4.8 Strong facilitation, communication, and stakeholder engagement skills, with the ability to coordinate across diverse institutional and geographic contexts.
- 4.9 Familiarity with African higher education, public health training programs, or health systems strengthening initiatives is highly desirable.

5. Application

Interested parties for the above consultancy should submit an application to the Human Resources and Administration Office at Africa Academy for Public Health via this [LINK](#). The application includes:

- 5.1 Your personal Information including name and contact Information i.e., email and phone number
- 5.2 A cover letter expressing interest in the above consultancy in pdf. format
- 5.3 A complete Curriculum Vitae (CV) in pdf. format
- 5.4 Three referee names and contact information i.e., email and phone number
- 5.5 Any additional material or profile document showcasing expertise in the described areas

Kindly note that multiple application submissions will lead to disqualification, and only shortlisted applicants will be contacted for next phases.

6. Deadline

Friday June 12, 2026