



## Eswatini Landscape Analysis

### SCOPE OF WORK

#### **Background**

Founded in 2012, Seed Global Health (Seed) has built a strong reputation, forged meaningful and trusted partnerships, and demonstrated significant impact in strengthening health systems by building the capacity of human resources for health through education. With a unique focus on educating and training skilled health professionals in Africa, Seed has partnered with 27 training institutions across 5 countries and supported the placement of 191 US physicians, nurses, and midwives that served as year-long educators.

In 2018, Seed launched a new strategic plan, *Sharing Knowledge, Saving Lives: Seed Global Health's 5-Year Strategy to Strengthen Health Systems*. Building upon Seed's education and clinical experience and expertise, the strategic plan accelerates and refines Seed's impact model to achieve sustained and lasting change. The Strategic Plan 2019-2023 leverages Seed's history and embodies Seed's values and culture, rooted in locally-led partnerships for long-term system strengthening.

Over the next five years, Seed's multi-layered approach aims to meaningfully engage partners to support their goals in training current and future local healthcare providers, helping to empower them to deliver high quality care consistently, incentivizing them to stay within the local system and promulgate clinical best practices, ultimately improving patient outcomes. As part of this, Seed is exploring if and how we can work in Eswatini in the future.

Seed aims to engage in a robust feasibility assessment to further understand the nursing and medicine health professional education landscape in Eswatini, including key stakeholders, opportunities, and challenges. This will help Seed define how we could best support Eswatini's national human resources for health priorities through enhancement of education, clinical practice, and policy. The feasibility assessment will include: a landscape analysis; a market entry analysis to meaningfully, responsibly, and impactfully engage in work in the country; and a multi-year financial model to map the investment needed to substantially build human resource capacity over the next five years.

#### **Project Goals**

Seed seeks to engage a consultant to conduct a landscape analysis of health professional education in Eswatini that will inform our feasibility assessment.

#### **Project Objective**

The consultant will engage in an approximately 9-week project which will include the following activities:

1. Review Eswatini's national health priorities with respect to health professional education
2. Map and analyze key stakeholders in the identified health professional education priority areas
3. Develop a stakeholder interview guide that focuses on strengths, weaknesses, opportunities, and limitations (SWOL) related to the profession of nursing and medicine across education, practice, and policy around areas such as:

- Evaluation of Seed's past work/partnership (as applicable)
  - Alignment of graduate competencies and the scope of nursing and midwifery practice
  - Process for accreditation of nursing programs (e.g. specialty BSN programs, MS, PhD)
  - Jobs for graduates (diploma, BSN, MS, PhD)
  - Continuing professional development
  - Emergence of clinical instructor training and preceptorship
  - Recruitment and retention of clinical staff and faculty members
4. Conduct stakeholder SWOL interviews
  5. Analyze the data collected via stakeholder SWOL interviews
  6. Synthesize findings from the stakeholder analysis and SWOL interviews into a comprehensive report. This report should include a summary of recommendations of possible areas of engagement for Seed based on our strategic plan and learnings from stakeholder interviews.

The consultant is welcome to propose additional activities that might be needed to accomplish the project objective.

### **Project Deliverables**

The consultant is expected to submit:

- A timeline, schedule of tasks, and final planned approach (including any specific instruments to be used), to be agreed upon with the Seed Program Manager at the start of the consultancy.
- A final comprehensive report detailing the landscape analysis including the stakeholder analysis and synthesis of the SWOL interviews.

### **Project Timeline**

This project is expected to begin the week of April 22 and be completed by mid-June 2019.

### **Location of Work:**

Consultant must be located in Eswatini.

No office or administrative support will be supplied to the consultant. No additional fees will be paid to cover business and/or travel expenses incurred in carrying out this project other than what is outlined in the agreed-upon consultant budget.

Deliverables will be accepted in electronic format and communication between Seed and the consultant will consist of both email and telephone calls.

### **Consultant Qualifications:**

The consultant should have the following characteristics:

- Deep understanding of the health landscape in Eswatini and specifically, the skilled health workforce.
- 5+ years of experience working in Eswatini



**Submitting a proposal:**

Interested consultants are invited to submit a 3-5 page (excluding CV) expression of interest in English to Ms. Leigh Forbush, [LForbush@SeedGlobalHealth.org](mailto:LForbush@SeedGlobalHealth.org) by April 9, 2019. The expression of interest should include:

- A cover letter describing the consultant's experience in the human resources for health space and experience performing landscape analyses
- A brief description of the consultant's proposed approach including comments, questions, or suggestions about the work outlined within this Scope of Work
- Curriculum vitae of the consultant (and associates, if applicable)
- A detailed budget of the total cost of services including unit costs for transportation, lodging, staffing, translation, printing, etc.
- Three professional references

The proposals will be evaluated based on the qualifications listed above and with respect to the feasibility, rigor, and efficiency of the proposed methods and associated budget.