

**TERMS OF REFERENCE  
NATIONAL CONSULTANT  
Health Systems and Services  
Support in the implementation of Health Systems activities  
1 March 2024 – 31 December 2024 with the possibility of extension  
based on performance evaluation.**

**1. Background**

Primary health care (PHC) is an essential component of high-performing health systems, delivering effective, affordable, and inclusive care to people when they need it, and providing the foundation for both universal health coverage (UHC) and the Sustainable Development Goals (SDGs). UHC aims at ensuring that all people have access to quality health services without financial hardship.

PHC contributes to UHC by ensuring health services are available, accessible, and affordable. In 2021, the Ministry of Health of Guyana and PAHO worked together laying the foundation for the expansion of PHC operations focusing on the creation of Integrated Health Service Delivery Networks to improve access to health services in remote hinterland areas.

Activities included enhancing public health functions, developing tools to guide Regional Health Officers (RHOs) in undertaking health systems expansion activities, developing health plans in their regions, implementing surveys to assess the access barriers to health services, integrate health services at community level and the first level of care and to design and implement human resources for health (HRH) activities, policies and strategies.

To continue its technical support to strengthen Guyana's health system performance. PAHO requires the services of a national consultant to assist national counterparts in the implementation the different activities mentioned before.

**2. Purpose**

To strengthen the health system in Guyana by improving the quality of promotive and preventive health services delivered at the regional and community levels and by advising the MoH in the design and implementation of strategies and policies to improve health system building blocks.

**3. Objectives**

1. To assist the MOH to develop human resource for health planning activities and HRH policies and strategies that support the effective expansion of the health system in Guyana.
2. To strengthen RHOs capacities in conducting their tasks, developing health plans, and to implement the integration of new health services at the community and the first level of care.
3. To understand population health needs and access barriers to healthcare services at regional level.

**4. Assignment**

The Consultant will support the implementation of activities related to the following areas:

1. Development of annual health plans and annual health reports at regional level.
2. Assist the MOH to develop an HRH Unit, HRH Strategy, and platforms to support the expansion

of the health system in Guyana.

3. Support the integration of NCD, monitoring and surveillance activities at community level and at the first level of care as requested by the MoH.

**5. Duration of Assignment**

The assignment will encompass the period 1 March 2024 – 31 December 2024 with the possibility of extension based on performance evaluation.

**6. Education and Experience**

1. The Consultant must possess a Medical Doctor Degree and a postgraduate degree in public health, health management or in any other related area.

2. At least 8 years' work experience implementing health systems and services programs at field level. Clinical experience at hospital services is an asset.

3. Excellent communication skills in written and spoken English.

4. Excellent inter-personal skills

**7. Place of assignment**

Georgetown, Guyana. Travel to all Guyana's administrative regions may be required to coordinate with stakeholders and regional actors. The regions to travel will be defined with PAHO. Travel and accommodation costs are covered by PAHO separate from consultancy fees.