



MINISTRY OF HEALTH

Definition and Implementation of Biannual Training, Capacity Building and ICT Integration Programs for CNOESP and surveillance teams in the context of the "One Health" approach

TERMS OF REFERENCE

Introduction and context

As a Small Island Developing State, Cabo Verde faces a growing threat of complex public health emergencies, from epidemics and zoonoses to antimicrobial resistance. To respond to this challenge, the country has established fundamental structures: the National Center for Public Health Emergency Operations (CNOESP) in 2018 and the National "One Health" Platform (INC-CV) in 2019.

However, the effectiveness of these structures depends critically on the technical capacity and operational coordination of their human resources. The absence of a structured and continuous training programme represents a critical gap identified during the Joint External Evaluation in 2019, limiting the ability to operationalize a "One Health" approach and to fully comply with the International Health Regulations (IHR 2005).

Therefore, it is crucial to institutionalize capacity building by defining and implementing a biennial training program that includes training in new health technologies in the context of response to public health emergencies. This approach ensures sustained, coherent, and measurable skill development, consolidates institutional investments, and strengthens the health system's resilience in the face of present and future threats.

The initiative is aligned with the World Bank Group's Health Security Program for West and Central Africa (HeSP), co-financed by the Pandemic Fund, which aims to support participating countries in strengthening essential IHR capacities, harmonizing preparedness mechanisms, and promoting rapid, interoperable, and evidence-based responses.

General Objective

Support the Government of Cabo Verde in the definition and implementation of biannual training, capacity building and integration programs of information and communication technologies (ICT) for CNOESP and surveillance teams in the context of the "One Health" approach.

Specific objectives

- Carry out a diagnosis of the training needs of the CNOESP team and surveillance in the context of the "One Health" approach and in new health technologies, ensuring its alignment with the responses to the public health and ICT emergencies involved and identify skills gaps.
- Define the skills reference to acquire in each training program, similar to what is practiced in other specialized training contexts.
- Prepare the study plans and the detailed curricular structure for each program, including modules, syllabus, workload and teaching-learning methodologies.
- Propose an implementation model that includes the modality (synchronous, asynchronous, in-person), schedule, necessary resources and mechanisms for evaluating the trainees.
- Identify and propose key teaching materials, which may include manuals, case studies, and supporting documentation.

Scope of work

The international consultant covers the following activities, to be developed for both areas:

· Phase 1 – Context analysis and diagnosis:

- Documentary analysis of national strategic plans, CNOESP management tools, and health information and IT policies.
- Conducting interviews with various stakeholders, including technical staff from the CNOESP and the National Health Observatory; SVIR, DGASP, DNA, WHO, professionals involved in emergency preparedness and response at the central level; as well as ICT specialists.

· Phase 2 – Design of training programs:

- Definition of the professional profile and skills reference framework for each program.
- Structuring of the curriculum, organized into sequential modules with a clear definition of the number of hours allocated to each topic.
- Selection and development of active teaching methodologies, which may include simulated case studies, simulation exercises and practical laboratories for ICT.

· Phase 3 – Preparation of Materials and Implementation Model:

- Production of a trainer's manual and a trainee's notebook for each module.
- Design of a learning assessment model (formative and summative).
- Proposal for a communication and dissemination plan for the programmes.

· Phase 4 – Support for pilot implementation and knowledge transfer:

- Detailed design of at least one pilot training module for each programme for validation of materials and methods.
- Training of national trainers to ensure the sustainability of the program.

Proposed Methodology

The international consultant will adopt a participatory and analytical approach, ensuring ownership of the programmes at the institutional level. The work can be developed under a mixed regime, with a face-to-face work mission in Cabo Verde for the diagnosis and validation phases, and remote work for the preparation of documents.

Expected products

Product	Description	Deadline	Payout percentage
Product 0	Detailed Work Plan, including activities, methodologies and execution schedule. Subject to validation.	At the time of signing the contract	15%
Product 1	Training needs diagnostic report, including documents analysis, summary of interviews and identification of skills gaps.	1 week after signing the contract	15%
Product 2	Document with the Proposal of the Biannual Programs, including skills reference, detailed curricular structure and study plan for each one.	2 weeks after signing the contract	20%
Product 3	Complete set of Pedagogical Materials for all modules of the two programs (manuals, presentations, case studies, exercise guides).	3 weeks after signing the contract	30%
Product 4	Final Report of the Consultancy, incorporating the implementation model, the impact assessment strategy, the results of the pilot training and the sustainability proposal.	4 weeks after signing the contract	20%

Consultant profile and skills

• **Academic background:** minimum level of a master's degree in Public Health, Epidemiology, Health Systems Management, Health IT or related areas.

• **Professional experience:**

- Minimum of 5 years of proven experience in managing training projects in the health sector, in the definition and implementation of training programs under the "One Health" approach, preferably in contexts of emergency operations or ICT in health.
- In-depth knowledge of the structure and functioning of Health Emergency Operations Centers and/or the challenges of implementing ICT in health systems.
- Proven experience in the development of training references, curricula and pedagogical materials for adults in the area of human, animal and environmental health.
- Work experience in Cabo Verde or other Portuguese-speaking African Countries (PALOP) will be a strong asset.

• **Technical Skills:**

- Mastery of project management tools.
- Proven competence in effectively using leading Microsoft Office applications and online communication tools, including Zoom.
- Facilitation, multisectoral coordination, communication and technical writing.
- Excellent writing and communication skills.
- Proficiency in Portuguese (written and oral).

Coordination and Supervision

The work of the international consultant will be coordinated by the National Institute of Public Health (INSP)/Multisectoral Commission of the National Coordination Instance of Cabo Verde (INC-CV), in coordination with other

institutional and technical partners. A Technical Committee will be set up, responsible for the technical guidance and validation of the products.

In addition, he will report to the Special Projects Management Unit (UGPE) for issues inherent to the administration of the contract.

Detailed work plan and schedule

The consultant must present, at the beginning of the mission, a detailed Work Plan, including the activities, methodologies and execution schedule. This plan should be validated by the Technical Committee before the start of the data collection phase.

Performance indicators

- Punctual delivery of technical products on time, according to ToR;
- 100% of the modules with defined pedagogical materials;
- Delivery of a sustainability proposal considered "Viable".

Workplace and Duration

The main base of the consultancy will be the CNOESP, located at the INSP, in the City of Praia.

The work regime will be hybrid, combining in-person activities and teleworking. The remote work period is contingent upon completing a minimum of three weeks of in-person work in Cabo Verde, as part of a total of four weeks of consulting work, as outlined in the expected deliverables table above.