



“ငန” လူထုကျန်းမာရေး

VACANCY ANNOUNCEMENT #006-2025

20 January 2025

Position Title	: Regional Consultant (s)
Project Name	: Strengthening the Training of Rural Health Workers in CLMV Countries
Duration	: Twelve (12) months (April 2025 – March 2026)
Location	: Home-based with travel to Thailand, Cambodia, Laos, Myanmar, and Vietnam (CLMV) as required
Reporting to	: Project Coordinator, Sun Community Health
Require Position	: “2”
Travel Requirement	: As necessary to fulfill on-site visits, workshops, and trainings in CLMV countries

Project Background

Sun Community Health aims to strengthen healthcare systems in underserved regions, focusing on rural and remote communities. This project, “Strengthening the Training of Rural Health Workers in CLMV Countries,” seeks to improve the capacities of health workers such as nurses, midwives, and doctors to provide quality healthcare services in rural areas of Cambodia, Laos, Myanmar, and Vietnam. The assignment includes conducting an in-depth assessment of current competencies, developing tailored training programs, piloting workshops, and sharing final results and recommendations with stakeholders to ensure sustainable improvements in rural health services.

Scope of Work and Key Responsibilities

The **Regional Consultant(s)** will closely collaborate with Sun Community Health, MOH focal points from CLMV countries, and relevant ASEAN bodies (SOM-HD, IAI Task Force, ASEAN Secretariat) to fulfill the following:

1. Inception and Desk Review

- Submit an **inception report** outlining the proposed methodology, timeline, and anticipated deliverables.
- Conduct a **training needs assessment** (desk review) on the existing capacity of CLMV rural health workers in key occupation groups (nurses, midwives, doctors) to address healthcare in rural areas.
- Map **existing capacity-building programs** from multilateral and bilateral partners to avoid duplication.

2. Field Assessment

- Coordinate and **conduct field visits** in each CLMV country to validate desk review findings.
- Engage with local stakeholders (e.g., Ministry of Health officials, provincial leaders, medical trainers) to understand real-world challenges, especially regarding **prenatal care** and **NCD management** in rural settings.



“ငန” လူထုကျန်းမာရေး

3. Assessment Report

- Produce a **first draft** of the **training needs assessment report** highlighting capacity gaps and recommended priority areas (e.g., maternal health, infection prevention, etc.).
- Incorporate stakeholder feedback to finalize the assessment report.

4. Regional Workshop (Physical)

- **Design and facilitate** a regional workshop for CLMV stakeholders to discuss the assessment findings and **agree on priority areas** to be addressed.
- Prepare a **workshop program** and a **post-workshop report** documenting outcomes and next steps.

5. Development of Training Programs

- Engage **experts from ASEAN Member States** to design **one comprehensive training program** addressing the identified priorities (e.g., prenatal care, NCD management in rural settings).
- Incorporate **international best practices** suitable for CLMV contexts.

6. Pilot Training Implementation

- **Roll out** the training programs to **up to 120 rural health workers** (30 per CLMV country).
- Provide **pre-recorded video modules** or remote learning tools to facilitate participation and reduce disruptions to healthcare service delivery.
- Monitor and document **training effectiveness** (via pre- and post-tests, participant feedback forms).

7. Virtual Workshop

- Organize a **virtual workshop** to **share the results** of the training assessments and gather feedback on the implementation experience from each CLMV country.
- Submit a **workshop report** summarizing key takeaways and next steps.

8. Project Completion Report

- Prepare and submit a **final project completion report**, consolidating all insights, final assessment findings, training outcomes, and **recommendations** for sustaining project gains post-consultancy.

Expected Outputs and Deliverables

1. Inception Report

- Outlines methodology, work plan, and deliverables.

2. Training Needs Assessment Report

- Detailed analysis of **existing rural health workforce capacities**, data on occupation groups, and mapping of other capacity-building initiatives.

3. Regional Workshop Outputs

- **Workshop program, facilitation**, and a **comprehensive workshop report** summarizing stakeholder feedback and agreed priority areas.



“ငန” လူထုကျန်းမာရေး

4. Training Program Package

- **Comprehensive curriculum** covering long-term health priorities (e.g., maternal care, NCD management).
- Incorporates a **train-the-trainer** model and reference to **international best practices**.

5. Training Implementation

- **Training report**, including participant lists, pre- and post-training assessments, and evaluation forms.

6. Virtual Workshop Output

- **Virtual workshop program** and a **workshop report** detailing the lessons learned, best practices, and next steps.

7. Final Project Completion Report

- Consolidated documentation of project outcomes, challenges, and recommendations, including sustainability strategies (e.g., train-the-trainer approach).

Qualifications and Special Skills

- **Technical Expertise:**
 - Thorough understanding and in-depth knowledge of **rural health** issues and best practices.
 - Demonstrated ability in **qualitative data collection** and **analysis**.
- **Communication:**
 - **Excellent English** proficiency (spoken and written).
 - Proven capacity to develop clear, concise reports and training materials.
- **Project Delivery:**
 - Ability to adhere to strict timelines and produce high-quality deliverables.
 - Strong organizational skills and attention to detail.

Relevant Experience

1. Consultations & Policy Recommendations

- Proven track record of providing high-level consultations and policy recommendations to **government institutions**.

2. Facilitation & Stakeholder Engagement

- Extensive experience **facilitating discussions/consultations** among government officials, NGOs, and other stakeholders across multiple countries.

3. Training Development

- Demonstrated success in **designing and delivering** training programs, particularly for healthcare professionals.



“ငန” လူထုကျန်းမာရေး

4. Regional Expertise

- Previous **work experience** in **ASEAN** regions, especially **CLMV** countries, is highly desirable.

5. Project Development & Management

- Proven ability to manage complex projects, adhering to goals, deadlines, and quality standards.

Timeline and Payment

- **Consultancy Period:** 12 months (April 2025 – March 2026), with **60–90 man-days** allocated to project tasks.
- **Payment Schedule:**
 - Payment will be **output-based** and tied to successful submission of agreed-upon deliverables (e.g., inception report, training modules, final report) as per a schedule agreed upon during contract signing.
 - Travel and accommodation costs for field visits (if applicable) will be reimbursed or provided in alignment with Sun Community Health’s policies.

Application Process

Interested candidates are invited to submit the following documents;

- **Cover Letter** detailing relevant experience and motivation for the assignment.
- **Curriculum Vitae** of the lead consultant(s), highlighting past consultancies and qualifications.
- **Proposed Daily Rate/Fee** and a brief outline of your approach to accomplishing the tasks.
- **Reference Contacts** (at least two), preferably from organizations in which similar work was performed.

Please send applications to as per following “APPLY LINK”, not later than on the evening of **28 February 2025 (Friday)**. Only shortlisted candidates will be contacted. References and background checks will be conducted as part of the selection process.

(APPLY LINK: <https://smrtr.io/ptTTq>)

Additional Information

Sun Community Health (“SCH”) is a non-profit, non-political and non-sectarian organization. It is a local non-governmental organization in Myanmar and is established in particular to advance socially beneficial purposes in Myanmar by promoting and providing information, services and products related to the prevention, promotion, curation and rehabilitation of the major health services including but not limited to HIV/AIDS, malaria, tuberculosis, maternal and child health, reproductive health and non-communicable diseases with the aim of furthering good health, prosperity and the relief of poverty, distress and sickness. This also includes state-of-art training programs, quality assurance programs, and a robust supply chain and logistics system and health financing mechanisms. The Organization may also provide non-health related ancillary services that ensure and improve the well-being of its clientele.



“ငန” လူထုကျန်းမာရေး

SCH is practicing the right to freedom from all forms of sexual violence, injustice, discrimination and abuse (including child and adult at-risk abuse). We recognize the responsibility we have to guarantee on that we do not deliberately or inadvertently cause any harms to right holders and communities through our work – whether that is our staff and representatives of our contractor (internal and external stakeholders). SCH will not tolerate any form of discrimination, abuse, exploitation, harassment under any circumstances and will take strong disciplinary action. Protection from Sexual Exploitation and Abuse (PSEA) is everyone’s responsibility and all staff are required to adhere to the Code of Conduct, that enshrines principles of PSEA, at all times (both during work hours and outside work hours). Familiarization with, and adherence to, the Code of Conduct is an essential requirement of all staff, in addition to related mandatory training. All staff and consultants must ensure that they understand and act in accordance with this clause.

- Sun Community Health is dedicated to promoting **equity and inclusivity**.
- We uphold the **highest standards of ethics** and have a **zero-tolerance policy** for any form of discrimination, exploitation, or abuse.
- All consultants associated with Sun Community Health must abide by our **Code of Conduct** and are expected to maintain **professional integrity** throughout the project cycle.

For any clarifications regarding the Terms of Reference, please reach out to: Sun Community Health
Email: hr@schmyanmar.org.

“SCH is practicing an Equal Employment Opportunity and considers all applications without discrimination of race, sex, religion, national origin, age, marital status, HIV/AIDs status and disability.”
