

## **Terms of Reference**

### **Senior Consultant - Human Resources for Health**

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to provide technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute towards National strategic health planning and programme design.

If you have a commitment to health equity and excellence, here is a unique chance to work with a team committed to shaping the public health landscape in India. The position offers you an opportunity to participate in the process of strengthening primary health systems, improving health service delivery and enabling positive health outcomes, through hands on implementation assistance at national, state and district levels. Working with NHSRC's trans disciplinary team, you can discover, adapt, co-create and test solutions to multiple challenges related to service delivery systems, primary health care, human resources for health, community processes, health financing, quality of care, public health planning and health promotion.

#### **Role and Responsibilities:**

- Assist state and the center in framing policies and programs necessary for Human Resources planning and development.
- Support in professional and allied educational planning: pre-service and in-service programs.
- Help states with establishment of HR Cell; develop standard TORs, help establish performance management system, systems for skills and competency management and creation of a system of career progression for different categories of employees.
- Help states with establishment of systems and processes necessary to create Human Resource Management Information System.
- Be able to develop and undertake studies necessary to understand issues of health human resource planning and management.
- Support states in building capacities for health human resource planning and generation of appropriate human resources especially in nursing and mid-level care providers. Assist center to develop strategies and institutional frameworks and financing strategies that would support such expansion.
- Coordinating and designing evaluation studies and best practices related to the human resources for health.
- Mobilizing technical assistance inputs for states and district administration, including identifying HRH gaps, inviting proposals/applications and facilitation recruitment/selection etc. Helping in development and implementation of standard training programs.
- Undertake such other assignments, which may be assigned by from time to time

#### **Qualification & Experience**

- Masters in Public Health Management or Social Science discipline from a reputed institute preferably with degree in Medical Sciences
- Minimum 5 years' experience in the field of public health at the state or national level preferably in development of human resources for health.

- Robust understanding of health system along with strong research, analytical, writing and communication skills to accomplish tasks mentioned in the roles and responsibilities.
- Research work (Published work/reports or studies) in the area of health sector management and human resources for health are highly desirable.
- Formal education qualification and experience could be relaxed when there is work experience of high quality and relevance to NHSRC specific context.

**Age Limit:** 50 years below. Age can be relaxed for a suitable candidate.

**Location:** New Delhi

**Remuneration Range:** Between Rs. 90,000/- to Rs. 1,30,000/- per month.

**To Apply:** Candidates are requested to download the application form attached with the TOR, which is uploaded on the NHSRC website and email the duly filled application form to [rec.nhsrc.2017@gmail.com](mailto:rec.nhsrc.2017@gmail.com) by **12<sup>th</sup> June 2018**. Application submitted in other format will not be accepted. Please ensure to mention post applied for on the application form, without which the application form will not be accepted.