

SCOPE OF WORK

Consultant for the RISE-Haiti SPOTLIGHT

1. Project Background

Reaching Impact, Saturation, and Epidemic Control (RISE), a five-year global project funded by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the U.S. Agency for International Development (USAID), works with countries to achieve a shared vision of attaining and maintaining epidemic control, with stronger local partners capable of managing and achieving results through sustainable, self-reliant, and resilient health systems by 2024. RISE's contributions to this work will lead to fewer new HIV infections, decreased HIV-related morbidity and mortality, and increased quality of life for people living with HIV.

RISE is led by Jhpiego, with ICAP at Columbia University (ICAP), Management Sciences for Health (MSH), ANOVA Health Institute (ANOVA), BAO Systems, JHU Center for Public Health and Human Rights (JHU), and Mann Global Health (MGH). RISE enables USAID missions to access direct service delivery and technical assistance to achieve their PEPFAR targets.

2. Activity Background

USAID Haiti has requested support from the RISE-Haiti SPOTLIGHT project to support the Government of Haiti to achieve and sustain control of the HIV epidemic by improving the quality of HIV services, particularly HIV treatment and care, in five targeted geographic departments, to retain new and continuing patients in treatment, thereby contributing to UNAIDS 95-95-95 goals. RISE-Haiti SPOTLIGHT, is a social medicine, HIV Provider Stigma and Discrimination Prevention Project activity that will lead to the development of materials and approaches to be rolled out by the GOH/PNLS and implemented by health providers across the country.

RISE-Haiti SPOTLIGHT specific aims includes:

1. Enhancing HIV provider understanding, empathy and attitudes towards people living with HIV (PLHIV);
2. Increasing provider/patient shared decision-making processes;
3. Supporting the MOH and PNLS to develop an approved national set of HIV provider competencies, revision/development of protocols and standard operating procedures as they relate to improving the patient/provider relationship; and
4. Supporting advocacy efforts to improve HIV providers, medical and nursing students' curriculum related to the provider/patient relationship.

In Haiti, RISE, led by MSH, will work with the MOH and the PNLS, as well as other MOH/directorates and leadership at the departmental level, local civil society and university partners, PEPFAR implementing partners, and professional organizations and associations to improve the quality of HIV services delivered by HIV provider teams. By changing provider attitudes and improving the quality of care, RISE-Haiti SPOTLIGHT will help to reduce interruption in treatment (IIT) and increase continuity of treatment among PLHIV. This, in turn, will lead to more PLHIV on antiretroviral therapy (ART) that are virally suppressed.

3. Job Summary

RISE-Haiti SPOTLIGHT is hiring a consultant to contribute to technical activities in Haiti, under the supervision of the RISE-Haiti SPOTLIGHT activity lead based in Haiti. The consultant will assist the PNLS/MSPP to revise existing and/or develop new training materials for HIV providers that aim to

strengthen capacity and the provision of empathetic, culturally competent, stigma-free care. He/She will work jointly with the PNLs to develop normative documents and tools that will be used by providers to reduce ITT and increase continuity of treatment among PLHIV. The consultant will ensure that the process of developing and validating materials is highly consultative and includes meaningful participation of other HIV stakeholders, including PLHIV and ART clients, other MOH/directorates, local civil society and university partners, PEPFAR implementing partners, and professional organizations and associations. The consultant will also lead the training of trainers on all the materials developed during his/her consultancy for our collaborating partners and the MSPP who will be responsible for rolling out the training.

4. Responsibilities and Tasks

The consultant will undertake the following activities in conjunction with the RISE-Haiti SPOTLIGHT team:

- Identify, collect, review and summarize existing PNLs/MSSP training curriculum, modules, and materials for HIV providers to provide empathetic care
- Identify, collect, review and summarize existing materials (local and international) on how to improve client-centered service provision for people living with HIV, specifically related to:
 - enhancing providers' understanding, empathy and positive attitudes toward PLHIV and key populations;
 - supporting HIV providers to identify and address biases and stigmatizing attitudes and behaviors;
 - nurturing patient/provider trust through use of "appreciative inquiry" methods and other strategies to foster a shared provider/patient decision-making process; and
 - building stigma-free facility environments for HIV service provision.

These materials will serve as the technical reference guide for the materials that will be developed during this consultancy.

- Provide broad perspective and specific insights on key gaps and opportunities for strengthening the HIV competencies for compassionate care that are incorporated into in-service training curriculum, modules, and materials for HIV providers.
- Revise and/or develop HIV compassionate care education modules for healthcare providers and other staff involved in the healthcare facilities.
- Revise and/or develop accompanying materials that may be used at workplace HIV "Nudges" or job prompts and reminders.
- Participate in relevant stakeholder meetings to review and revise the updated/new modules and materials, documenting the participants and main points of each meeting.
- Lead the training of trainers (TOT) on the materials developed during the consultancy. If necessary, coordinate additional consultants that will be recruited to support him/her in conducting the training sessions.
- Coach the trainees during the first 2 months in rolling out the training within the healthcare facilities.
- Based on desk review, stakeholder meetings, and the delivery of trainings, provide broad perspective and specific insights or recommendations for additional strategies and/or activities to monitor and improve provider practices, if any.

5. Deliverables:

A list of all deliverables, including estimated dates of completion, follows. Templates will be provided for the reports.

Task/Deliverable	Expected Date of Delivery
Draft joint action plan for developing materials with the PNLs	5 days after signing the contract
Master list and copies of existing PNLs/MSSP training curriculum, modules, and materials for HIV providers	10 days after signing the contract
Brief internal-facing report summarizing existing materials (local and international) for improving client-centered, compassionate, stigma-free care for people living with HIV	10 days after signing the contract
Draft revised/new HIV compassionate care education modules and tools to support the reinforcement of empathy within the healthcare facilities for all the staff category involved within healthcare facilities	20 days after signing the contract
Draft training curriculum developed with the PNLs	25 days after signing the contract
Final revised/new HIV compassionate care education modules and tools to support the reinforcement of empathy within healthcare facilities	30 days after signing the contract
Action plan for conducting the Training of Trainers, validated by PNLs	30 days after signing the contract
Conduct the TOT	35 days after signing the contract
Draft TOT training report	45 days after signing the contract
Final TOT training report	50 days after signing the contract
Brief Mid Term report describing tasks completed and outlining recommendations for additional strategies and/or activities to monitor and improve provider practices, if any	50 days after signing the contract
Action plan for each department for roll out of the trainings, validated by MOH Directorates and trainers	45 days after signing the contract
Coaching report of the trainees for each department where the training will be rolled out in the healthcare facilities	95 days after signing the contract
Brief Final report describing tasks completed and outlining recommendations for additional strategies and/or activities to monitor and improve provider practices, if any	100 days after signing the contract

6. Travel Plans/Itinerary (if relevant):

Depending of the need, the consultant may need to travel in our supported departments to coach the trainees in conducting the training in the field with the local partners.

7. Qualifications

- Advanced degree (Masters) in Public Health, Communication, Social sciences, Health Management Sciences or related field required and at least five years of related experience.
- Experience designing educational programs/materials for health and/or HIV providers
- Good knowledge of the management of HIV/AIDS in Haiti
- Demonstrated experience in leading trainings on validated policy materials



- Strong interpersonal skills coupled with excellent communication skills: verbal, written, listening, presentation, and facilitation.
- Capacity to coordinate and work with team on a specific intervention
- Demonstrated strategic agility, diplomacy, conflict management, team building, written and oral communication, and negotiation skills.
- Fluency in French required and Creole desirable; additional fluency in English an asset.
- Previous experience in public health work in Haiti is beneficial.
- Willingness and ability to travel within Haiti as needed.