



**Ethnic Health System Strengthening (EHSSG)
Consultancy Terms of Reference
Technical Consultant (Strategic Plan Revision)**

Introduction

EHSSG is a network of 14 organizations, namely Mae Tao Clinic (MTC), Burma Medical Association (BMA), Back Pack Health Worker Team (BPHWT), Karen Department of Health and Welfare (KDHW), Civil Health Development Network (CHDN-Karanni), Mon National Health Committee (MNHC), Pa Oh Health Workers Committee (PHWC), SHC (Shan Health Committee), KHN (Kachin Health Network), , KWAT (Kachin Women Association Thailand), CHI (Chinlung Health Institute), and THO (Ta'ang Health Organization). EHSSG has years of experience in developing and implementing training programs for health workers along the border and in Eastern Burma. We cooperate with partnering community-based organizations and ethnic health organizations under the EHSSG umbrella, to realize quality assurance of delivered health services, through strengthening and standardization of health workers' knowledge and competencies. This health systems strengthening happens in accordance with the World Health Organization's six core building blocks, i.e. (i) service delivery, (ii) health workforce, (iii) health information systems, (iv) access to essential medicines, (v) financing, and (vi) leadership/governance.

Background

EHSSG is currently seeking the services of a qualified Technical Consultant to review and revise the existing strategic plan of the Ethnic Health Systems Strengthening Group (EHSSG) and its member organizations.

Objectives

1. Facilitate a comprehensive review of EHSSG's strategic plan, including its vision, mission, and strategic priorities.
2. Foster consensus among EHSSG Steering Committee members on key strategic areas and directions for the next 2 years.
3. Develop a revised and finalized strategic plan document to guide EHSSG's activities and advocacy efforts.

Scope of Work

The consultant will undertake the following activities:

1. Preparation and Planning:

- Review existing EHSSG strategic documents, operational plans, and relevant reports.
- Conduct consultations with the EHSSG management team and technical specialists including steering committee members to identify gaps and areas for improvement in the current strategic plan.
- Develop an agenda and materials for a strategic plan review workshop.



2. **Facilitation of Strategic Plan Review Workshop:**

- Facilitate a 2-day strategic planning workshop with EHSSG Steering Committee members and key stakeholders.
- Guide discussions to refine the network's vision, mission, and strategic objectives.

3. **Consensus Building:**

- Engage Advisors, Executive Body and Steering Committee members in collaborative discussions to establish consensus on the strategic priorities and direction for the next years.

4. **Documentation and Finalization:**

- Prepare a detailed workshop report summarizing key discussions, outcomes, and agreed-upon directions.
- Draft the revised strategic plan document, incorporating inputs from the Steering Committee and stakeholders.
- Finalize the document after receiving feedback in collaboration with the EHSSG management team and technical specialists.

Deliverables

- Workshop agenda and materials.
- Workshop report summarizing key outcomes and consensus points.
- Finalized the revision of the EHSSG Strategic Plan (2025–2026) document.

Qualifications and Experiences

The consultant should possess the following qualifications and experience:

- Advanced degree in Health, Social Sciences, or a related field.
- Proven experience in strategic planning, organizational development, or advocacy, preferably within the health or humanitarian sectors.
- Demonstrated expertise in facilitating workshops and consensus-building activities.
- Strong understanding of health systems, particularly in conflict-affected or resource-limited settings.
- Strong understanding of the context and issues relevant to EHSSG and its member organizations, preferably in a cross-border setting.
- Excellent analytical, communication, and report-writing skills.
- Fluency in English is required. Burmese language fluency is a plus, and knowledge of ethnic languages from the region is an advantage.

Selection Process

Interested candidates should send a **CV, Letter of Interest, a potential timeline, work plan and quoted budget** to hr@ehssg.org, not later than **13th December 2024**. A competitive selection process will be used to shortlist and interview applicants. The selection committee will be composed of representatives from EHSSG and its member organizations.