

**Malaria Consortium  
Terms of Reference**

**“Development of a Human Resources Strategy for the Bureau of Vector Borne Diseases in the context of malaria Elimination”**

The consultant agrees to the following activities and deliverables:

1. Conduct a review/situation analysis of BVBDs human resources and Ministry of Public Health policies that affect it. This will involve a desk review, consultations and interviews with key informants.
2. Develop a HR strategy that addresses the goal of malaria elimination, to include:
  - Staff inventory at all levels
  - Organogram
  - Staff motivation
  - Recruitment, retention, training and professional development recommended strategies/policies
  - HR needs/gaps related to malaria elimination in a vertical program context and in an integrated program context.
  - Job descriptions/Terms of reference for all positions within the national malaria program structure.
3. A report summarizing recommendations for BVBD

**Deliverables:**

1. HR strategy, in consultation with Malaria Consortium and BVBD
2. Presentation of the HR strategy to MC, BVBD and DDC-PR
3. Final short report summarizing HR recommendations for BVBD

**Timing:**

45-60 working days, starting in August 2012.

How to Apply: Please send your CV and a short cover letter explaining your qualifications to [hr.asia@malariaconsortium.org](mailto:hr.asia@malariaconsortium.org) with the heading “HR TA Thailand”. Deadline for applications is Monday 25 June, close of business (17:30 Bangkok time). Only successful candidates will be contacted for interviews.