

**NATIONAL PRIMARY HEALTH CARE DEVELOPMENT AGENCY (NPHCDA)
DEPARTMENT OF PRIMARY HEALTH CARE SYSTEMS DEVELOPMENT (PHCSD)
NIGERIA STATE HEALTH INVESTMENT PROJECT (NSHIP)
CALL FOR EXPRESSION OF INTEREST FOR THE 2017 NIGERIA STATE HEALTH
INVESTMENT PROJECT VERIFIER INTERNSHIP-TRAINING PROGRAM**

BACKGROUND

With funding from the World Bank, the Nigerian government has been implementing Nigeria State Health Investment Project (NSHIP) in three states-Ondo, Nasarawa and Adamawa since December 2011. This Results-Based Financing (RBF) project has two distinct components: 1) strengthening service delivery mainly at the health facility level and 2) strengthening institutional performance at the federal, state and local government area (LGA) levels. After 4 years of implementation, gains have been recorded within the States, which consequently has led to a planned scale-up of NSHIP to other states. With an additional financing (AF) of about 145 Million USD, and in keeping with the presidential initiative to rehabilitate the North east, the project will be extended to the five additional North Eastern States of Borno, Yobe, Taraba, Gombe and Bauchi. This Expression of interest is for verifiers intending to serve in the current NSHIP States- Adamawa, Nasarawa and Ondo.

AIM

The NSHIP verifier internship-training program is a local capacity building program designed to meet the demands of the NSHIP program implementation. It adopts the use of theoretical and practical learning methods to explain the concept of Performance Based Financing (PBF). **The program aims to:**

- (1) Select a qualified pool of verifiers, through a very rigorous and merit based process
- (2) To train successful candidates in a one month intensive internship program
- (3) Provide a set of skilled verifiers that will be engaged to conduct verification of services delivered at the primary health facilities in the project states and also carry out coaching and mentoring activities in the eight project states.
- (4) To have an adequate number of verifiers, one for every ten health, to adequately execute the project objectives
- (5) To have a pool of verifiers that can be called upon as the project expands to cover other local government areas in the project states

PROGRAM CURRICULUM

The PBF Training Course Guide will be the primary manual used during the internship. It consists of 31 modules covering all the relevant aspects of PBF. The training structure will involve in-class theory on concepts of Performance Based Financing, as well as practical field exercises and IT training.

BASIC PRINCIPLES

- (A) A mixed team from NPHCDA, SPCHDA and the Results Based Financing-Technical Assistance (RBF-TA) Firm shall conduct the selection of interns. The process will be led by the RBF-TA that will subsequently be charged with the management of all verifiers on the project.
- (B) Pre-Selection of potential candidates will be by open advert for applications through the National and local media with conditions for eligibility clearly spelt out
- (C) All Candidates, (having satisfied the pre-selection criteria) will be sent the PBF implementation user manual for review
- (D) All retained potential candidates will take a transparent test based on practical knowledge of PBF and the PBF Implementation User Manual.
- (E) The selection procedure and the test will be organized in such a way as to obtain the best quality index.
- (F) The successful candidates in the test will undergo a one-month intense internship course, at the end of which the best (by order of merit) will be recruitment as verifiers in the project states.

ELIGIBILITY CRITERIA

Candidates will be selected based on level of compliance with the following weighted pre selection criteria, with final selection made based on the highest cumulative scores:

- (1) Motivation letter
- (2) Presentation of Curriculum vitae
- (3) Scanned copies of academic documents (degrees and training certificates)
- (4) Letters of reference (at least 2)
- (5) Nationality

- (6) Health related educational background (minimum qualification: Community Health Officer)
- (7) At least 2 years working experience in the health sector
- (8) Working experience in the implementation of Performance based financing approaches
- (9) Age not older than 40years
- (10) Satisfactory IT skills with working knowledge of Microsoft software (Excel, Word, Power Point)

Candidates shall indicate in their motivation letter which particular state they are applying to work in among the Three NSHIP states. Residence or being an indigene of one of the project states, with knowledge of the culture and local language will be an added benefit.

APPLICATION PROCEDURE

- (1) Prepare a motivation letter addressed to the

The State project Coordinator

Address: recruitmentverifier2017@gmail.com

- (2) Prepare a folder and include all relevant documents.

All information should be submitted electronically to: recruitmentverifiersnship@gmail.com **and** [onrecruitmentverifier2017@gmail.com](mailto:recruitmentverifier2017@gmail.com).

(3) DEADLINE OF SUBMISSION: 26th February 2017 at 5:00 pm.

- (1) Draw a list of applicants of the state on a table
- (2) Assessment of the individual candidate files based on the aforementioned criteria in a weighted checklist
- (3) At the end of the assessment the candidates will be sorted in a decreasing order (from the highest to the lowest score)
- (4) All pre-selected candidates shall be contacted by mail for the written test after a bio verification that includes:
 - (a) Submission of Certificates to the State office (SPHCDA)

- (b) Submission of evidence of prior employment, if any to the state office (SPHCDA)
- (c) Check of references (Phone calls)
- (5) All candidates shall receive an electronic copy of the PBF Implementation User Manual to study and prepare for the written test
- (6) The written test shall take place at the same time in each of the three states
- (7) Each candidate should ensure that he/she is present at the Test site of the state for which he/she is applying.
- (8) The State selection committee shall compile the results by order of merit and publish them in the State Ministry of Health or the SPHCDA.
- (9) Depending on how many candidates will be needed for the internship training per state, these will be picked from the list by order of merit.