

Position Title : **Consultant - District Health Information Software 2 (DHIS 2)**

Duty Station : **Homebased**

Classification : **Consultant, Grade Other**

Type of Appointment : **Consultant, six months**

Estimated Start Date : **As soon as possible**

Closing Date : **31 August 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Context:

Project Context and Scope

The International Organization for Migration (IOM), a related organization of the United Nations (UN) system, is looking for a consultant to lead the process of configuring DHIS 2 as a health information management tool for country utilization.

Health Information Management Systems (HIMS) is one of the six building blocks essential for health system strengthening. HIMS is a data collection system specifically designed to support planning, management, communication, and decision making in health facilities, programs and for organizations at country, regional, and global levels.

The Migration Health Division (MHD) aims to establish a standardized and modularized health information management system for specific use in crisis, recovery, and development contexts. DHIS 2 was chosen for this reason, and it is projected to suit the long-term data needs.

The DHIS2 consultant will support the IOM MHD's primary health care, outbreak response and monitoring activities, including CDC CoAg refugee health areas, by (1) planning and organizing the customization of the DHIS2 software, including the database functions and architecture; and (2) assisting in developing a training package on the use and management of the DHIS2 platform in MHD operations. The consultant will also assess the current project-based health information management system and adapt the DHIS2 software so that it could be easily accessed, used, and maintained by relevant MHD staff.

Organizational Department / Unit to which the Consultant is contributing:

The Category B Consultant will be working closely with colleagues in the Migration Health Division (MHD).

Core Functions / Responsibilities:

Tasks to be performed under this contract

- Conduct a needs assessment: The consultant will conduct a needs assessment to determine the DHIS 2 configuration requirements at country level, with dashboards accessible to regional and global levels. This will entail determining the core and supplemental data elements and

indicators that must be gathered at country level, as well as the reports and other analysis that the system must generate.

- **Configure DHIS 2:** Based on the needs assessment, the consultant will configure DHIS 2 to fulfill the requirements. This will entail creating data elements, indicators, and reports, as well as configuring the system to ensure correct data capturing.
- **Testing and piloting of the DHIS 2 platform:** The consultant will be responsible for testing the DHIS 2 platform once it has been configured and for coordinating the process of selecting country offices where the system will be piloted, in coordination with IOM HQ team, as well as for documenting the experiences and lessons learned.
- **Develop/review the DHIS 2 training package, provide training, and put together the DHIS 2 roll out strategy:** The consultant will develop DHIS 2 training package and train the targeted personnel on how to use the system. The training will cover data input, reporting, and analysis. The consultant will be responsible for revising the package available on the DHIS 2 platform to meet the training demands of the participants. The consultant will also be expected to develop a costing document on DHIS 2 for country offices covering DHIS 2 initiation and maintenance.
- **Provide continuous support:** The consultant will provide continuous support to ensure that DHIS 2 is functioning properly, and that data is recorded correctly. This may entail debugging any problems that develop as well as providing extra training as needed. The consultant will also be expected to train IOM internal staff to maintain the system after the consultancy period ends. In addition, the consultant will be expected to develop a plan for integration of DHIS 2 based on Microsoft power applications that would be interoperable with IOM institutional systems.
- **Facilitate an assessment of the existing cross-border health information systems among EAC member states, and provision of recommendations for strengthening a centralized health border information management system while finding relevant connections with the IOM DHIS2 outbreak preparedness and response platform being developed, to identify good practices already present and ensure proper coordination and integration of the health border information management systems in the region.**

Performance indicators for evaluation of results

Phase 1 (Month 1 to Month 4):

- Conducting a needs assessment to determine the system requirements for DHIS 2 configuration. This will entail determining the data elements and indicators that must be gathered, as well as the reports that the system must generate.

I. Needs assessment report.

- Conduct assessment of the existing cross-border health information systems among EAC member states. Provision of recommendations for strengthening a centralized health border information management system with a linkage to IOM DHIS2 outbreak preparedness and response platform developed.

I. Assessment report on the status of cross border health information systems in EAC member states.

II. Succinct recommendations on how to strengthen cross border health information systems with a clear linkage to IOM DHIS 2 platform.

Configuring DHIS 2 to fulfill the requirements of the health and emergency program. This will entail creating data elements, indicators, and reports, as well as configuring the system to ensure correct data capturing - Phase 1 (Month 1 to Month 4)

I. DHIS 2 configuration report

- Developing DHIS 2 training package and training the targeted personnel on how to use the DHIS 2 system. The training will cover data input, reporting, and analysis. Also includes revising the package available on the DHIS 2 platform to meet the training demands of the participants.

I. Training package on DHIS 2

II. DHIS 2 training report

- Testing of the DHIS 2 platform. Selection of countries for DHIS 2 piloting. Piloting DHIS 2 platform in selected country offices

I. DHIS 2 Platform test report

II. DHIS 2 piloting plan

III. DHIS 2 piloting report

Phase 2 (Month 5 to Month 6):

- Develop a roll out plan for DHIS 2. Develop a user guide for DHIS 2

I. DHIS 2 roll out plan.

II. DHIS 2 user guide

- Develop a DHIS 2 system maintenance plan specifying frequency of system checks, including planned maintenance windows, downtime notifications, and any restrictions or guidelines for system usage during maintenance activities; Develop a costing document on DHIS 2 for country offices covering DHIS 2 initiation and maintenance.

- Finalization of the DHIS2 platform, including the resolution of all gaps found during the piloting stage; Develop a plan for integration of DHIS 2 based on Microsoft power applications

I. Maintenance plan

II. Costing document for DHIS 2 initiation and maintenance

Required Qualifications and Experience:

Education

- Master's degree in Computer Science, Information Technology, Health Informatics, or Health Information Management with at least five years of experience is required; or,
- Bachelor's degree in the same fields with at least seven years of experience.

Experience

- Experience in configuring DHIS 2 for health information management systems.

Skills

- Demonstrated ability to develop training curriculums and to conduct training for staff, preferably on the use of DHIS 2;
- Demonstrated ability to manage multiple stakeholders;
- Demonstrated ability to build dashboard templates;

- Demonstrated capacity to support and solve DHIS2 technical problems and fix them in real time;
- Excellent knowledge of Microsoft tools- Microsoft power platform/applications;
- Excellent communication and interpersonal skills;
- Knowledge of health information management systems and data analysis;
- Skills and expertise on overall DHIS2 software, its management and implementation at different levels and integration with other information systems including Microsoft power applications;
- Strong analytical and problem-solving skills.

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of other UN Languages is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

During the implementation phase, the task may necessitate travel to the different countries for training and technical support.

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these five values:

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **Integrity and transparency:** Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism:** Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioural indicators

- **Teamwork:** Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results:** Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge:** Continuously seeks to learn, share knowledge and innovate.
- **Accountability:** Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.

- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.
- Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 31 August 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 18.08.2023 to 31.08.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: CON 2023 15 Consultant - District Health Information Software 2 (DHIS 2) - Homebased (58307518) Released

Posting: Posting NC58307519 (58307519) Released