

## TERMS OF REFERENCE

### **National Consultant to coordinate capacity building trainings for primary health care providers on cervical screening in the Republic of Moldova**

**Job title:** National consultant

**Duty Station:** Republic of Moldova

**Duration:** 1 March – 31 December 2016 (41 working days)

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## **1. BACKGROUND**

Cervical cancer remains a serious health concern in the Republic of Moldova where the incidence and mortality (17.2 and 7.4 per 100,000 respectively) are among the highest in Europe, >60% of new cases are diagnosed in the last stages when treatment is less successful and more expensive, and the proportion of women surviving for >5 years has decreased from 70.4% in 2000 to 58.8% in 2012. The majority of cervical cancer cases occur in women aged 35-45 years, which is a time when most women are working, caring for their families or doing both. Therefore, the social and economic impact of cervical cancer is greatly increased because it removes mothers from their families and workers from the economy. Women living in small urban and rural areas are particularly disadvantaged because of limited access to health services, lower levels of health literacy and competing priorities are barriers to accessing these essential screening services.

As part of the comprehensive approach to the implementation of an organised cervical screening programme, the UNFPA in partnership with the European Cervical Cancer Association supported the Ministry of Health and relevant institutions to undertake a "Situation analysis and capacity assessment of all health services required to deliver a cervical screening programme." This served as the foundation for the preparation of a detailed 8-year plan for the implementation of an organised cervical screening programme in the Republic of Moldova according to internationally accepted recommendations.<sup>1</sup> Based on the situation analysis and findings, the Ministry of Health developed and approved the National Action Plan on implementation of the cervical cancer screening programme in the Republic of Moldova for 2014-2015. The next Action Plan for the period of 2016-2018 is in the process of approval and implementation. One of the objectives of the action plan is enhancing the cervical screening capacity at the primary health care (PHC) level in the Republic of Moldova.

UNFPA Country Office in the Republic of Moldova, with the support of the Swiss Agency for Development and Cooperation (SDC), is implementing the project "Improving capacity to

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<sup>1</sup> <http://unfpa.md/index.php/en/publications.html>



address NCDs: evaluation, refinement and validation of a model for training primary health care providers to deliver cervical screening services equitably to all Moldovan women.” The objective of the project is to enhance the capacities of primary health care providers from rural and urban areas in delivering quality cervical screening services. The direct beneficiaries of the proposed project are doctors and nurses of the primary health care level. The indirect beneficiaries are women of the screening age (24-61 years of age) who will receive a quality screening service. As a result, more women will be identified who have pre-cancerous lesions that can be removed using simple out-patient procedures to prevent the cancers from developing in the first place or any existing asymptomatic cancers will be identified at earlier stages so their treatment will be simpler, less expensive and more successful. Furthermore, the skills developed by the primary health care providers in cervical screening (such as use of performance indicators and standards to improve their clinical practices, the provision of client-oriented services, etc.) can also be subsequently applied in other disease areas.

## **2. PURPOSE**

The purpose of the assignment is to provide expertise and coordination of the implementation of the capacity building trainings for PHC providers in cervical screening.

## **3. OBJECTIVES**

The main duties of the Consultant will be focused on:

- a) Adjustment of the training’s curricula for PHC providers. The national curricula was developed based the curricula provided by the Irish Cervical Screening programme and it is comprised of several modules:
  - Module 1. Cervical Screening. General aspects
  - Module 2. Women’s participation in cervical screening
  - Module 3. Taking cervical smear tests
  - Module 4. Counselling
  - Module 5. Management of smear test results.
- b) Coordinating the process of selections of PCH facilities – the PHC facilities will include health centers from the PHC level from different regions of the country chosen specifically to ensure a diverse representation of population sub-groups (urban and rural).
- c) Coordinating the implementation of capacity building trainings for PHC providers – there will be a total of 12 training sessions for 300 PHC providers, with each training session lasting for 3 days and including 25 participants. The training programme will include both theoretical and practical aspects. The participants will increase their knowledge and skills on recruitment of the screening age population, counselling women before and after the screening test, taking

cervical smear (Pap) test, management practices for each of the possible smear test results, and interaction with the other health services involved in the screening programme such as cytology and colposcopy.

- d) Monitoring and evaluation of the capacity building trainings for PHC medical staff in provision of quality services according to the National Standard Operating Procedures for cervical screening. National Consultant will undertake a number of field monitoring visits to check the quality of the services provided by the PHC providers in the field and to recommend actions for improvement.
- e) Providing expertise to improve cervical screening services at the primary health care level, by elaborating narrative reports with recommendations.

#### 4. DELIVERABLES

#	Deliverables	Deadline	No. of working days
1	Adjust of the curricula on Cervical Screening.	By 15 <sup>th</sup> of March, 2016	2
2	Coordinate the selections of PCH facilities for providing trainings.	By 15 <sup>th</sup> of March, 2016	1
3	Coordinate the implementation of capacity building trainings for PHC providers (12 trainings for 300 providers, each training session lasting for 3 days and including 25 participants).	By 30 <sup>th</sup> of November, 2016	24
4	Monitor and evaluate the capacity building trainings for PHC.	By 30 <sup>th</sup> of November, 2016	12
5	Provide of an intermediary narrative report for the implementation period 1 March 2016 - 31 June 2016.	By 15 of July, 2016	1
6	Provide the final narrative report of the activities for the implementation period of 1 March - 31 December 2016.	By 31 December, 2016	1
	<b>Total</b>		<b>41</b>

#### 5. COORDINATION AND MANAGEMENT

UNFPA will facilitate the communication between the Consultant and the Ministry of Health and relevant institutions in the implementation of the deliverables.



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Confederaziun svizra

Swiss Agency for Development  
and Cooperation SDC  
Agenția Elvețiană pentru  
Dezvoltare și Cooperare



The National Consultant will closely work with the team of trainers who will conduct capacity building trainings for PHC providers, under the direct supervision of the UNFPA Programme Analyst on Reproductive Health and Youth.

## **6. PROFILE OF THE CONSULTANT**

The national consultant should meet the following requirements:

- Advanced degree in general medicine, public health, or related field;
- At least 5 years of professional experience working in the field of reproductive health, preferably with a focus on cervical cancer prevention;
- Experience in coordinating and/or implementing capacity building programmes;
- Excellent analytical and communication skills;
- Fluency in Romanian and English is required. Working knowledge of one or more additional languages relevant for the Republic of Moldova, including Russian, Bulgarian, Gagauzian, Romani, Ukrainian or sign language would be an asset.