

Expression of Interest

GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) ADVISER – RESPOND

Duration: estimated 90 days over 3 years

Available Budget: \$124,000, including travel

Location: Remote, with frequent international travel required. Darwin-base preferred but not essential.

Reports to: Business Manager, Global and Tropical Health

About Menzies School of Health Research and RESPOND

Menzies is a national leader in research and education that improves health outcomes for Aboriginal and Torres Strait Islander people and populations across our region. As a leader in global and tropical research into life-threatening illnesses, Menzies continues to translate its research into effective partnerships and programs in communities across Australia and the Asia-Pacific region.

Menzies' Global & Tropical Health Division (GTH) has recently been awarded a Strategic Partnership with Department of Foreign Affairs and Trade (DFAT) under the Partnerships for a Health Region (PHR) initiative, Australia's flagship investment in health in the Indo-Pacific region. The Regional Engagement in Surveillance and response to Priority diseases, providing Opportunities for National health system strengthening and Development (RESPOND) program will engage with partners in Indonesia, Timor-Leste and Malaysia, to support the development and implementation of initiatives that will build healthcare capacity and resilience in the region. Drawing on over 20 years of experience and established collaborations with governments and other stakeholders in the project countries, RESPOND will help build capacity for health systems to anticipate, prevent, detect and control priority disease threats from May 2024 to May 2027.

RESPOND has three End of Program Outcomes:

- EOPO1: Partner capacity for disease surveillance and laboratory diagnostics improved
- EOPO2: Ministry of Health clinical case management of priority disease is strengthened
- EOPO3: Operational and research evidence base informs Ministry of Health public Health policy and practice

In Indonesia RESPOND will build stronger health systems to combat priority communicable diseases and contain the threat of antimicrobial drug resistance. The focus will be on malaria and tuberculosis, with relevance for and impact on a wide range of communicable diseases, and will build on established networks across the region. Program sites in Indonesia include Papua, Aceh, North Sumatra and North Kalimantan.

In Timor-Leste, RESPOND builds on previous Menzies work which helped develop evidence-based health policy and practice guidelines in Timor-Leste: it responds to Ministry of Health (MOH) requests for further capacity building in operational research, supporting Timorese health professionals to lead on production and application of local evidence to guide public health decision-making. A side-by-side

mentoring approach will support improvements in surveillance, laboratory and clinical settings, and strengthen capacity in using data for decision-making, and the development and implementation of evidence-based public health policies. RESPOND will be delivered alongside complementary Menzies projects in Timor-Leste funded by the Australian Government (Centre for Health Security), Australia Centre for International Agricultural Research (ACIAR) and the UK Government (UKAid).

In Malaysia, the focus of RESPOND is to support the implementation and evaluation of novel approaches to communicable disease control, building on synergies with existing programs and international partners. Capacity building in health economics, operational research, research translation, and improved surveillance of zoonotic diseases have been identified as key needs. The program will build and expand upon a collaborative network of institutions across Malaysia and Australia established through previous projects funded by government departments in Malaysia, Australia and the USA.

In line with DFAT international development priorities, Gender Equality, Disability and Social Inclusion (GEDSI) is a principle which cuts across all the program EOPOs. The RESPOND program will embed GEDSI throughout program design and delivery, including program monitoring, evaluation and learning (MEL). The program is currently in the Inception phase and a key output of this phase is a GEDSI Action Plan along with finalisation of program design and MEL frameworks. The program team, including program management, researchers and clinicians, and implementing partners will require support and training to develop a shared understanding of GEDSI concepts and to implement the GEDSI Action Plan at key points during the program lifecycle.

We are seeking an experienced GEDSI Adviser to support the implementation of GEDSI principles in program design, MEL, and build capacity in the project teams to embed GEDSI approaches in their work across all EOPOs.

Position Summary

The GEDSI Adviser will play a key role in finalising the design, and will contribute to the delivery of the RESPOND program in Indonesia, Timor-Leste and Malaysia. They will build capacity for implementation teams to deliver programs of work that develop and implement contextually appropriate, best-practice approaches to GEDSI, across 7 areas of work and 3 countries. Their input will influence program design, implementation and MEL, and they will monitor delivery of the GEDSI Action plan, identifying and addressing areas where GEDSI approaches can be enhanced.

The GEDSI Adviser will work closely with the RESPOND Monitoring, Evaluation and Learning (MEL) Specialist and members of the implementation teams, including in the design of the MEL Framework and related GEDSI targets and indicators. The Adviser will work with staff from Menzies GTH team to improve GEDSI skills and capacity through high quality training, skills building and mentoring, and will provide support to implementation partners and stakeholders.

The GEDSI Adviser may also have the opportunity to provide technical input into other health system strengthening programs led by Menzies to support the development of GEDSI approaches across the work of the GTH, which will be agreed after award of contract.

Objectives and scope of work

Responsibilities:

1. Prepare a GEDSI Analysis and GEDSI Action Plan that meets DFAT standards, for the RESPOND Program

2. Identify key strategies to address GEDSI-related barriers and underlying norms, identifying opportunities and actions to be implemented to address these across RESPOND's research and capacity building activities and field implementation approach
3. Provide high-quality support, training and refresher training for staff and implementation partners on GEDSI principles and approaches, and support ongoing capacity development in relevant technical areas to improve program wide GEDSI knowledge, skills and capacity.
4. Provide high quality GEDSI technical advice and support to influence country partners with respect to incorporation of GEDSI principles into health systems and processes
5. Monitor the delivery of the Action Plan and ensure the program is adequately tracking inclusion outcomes through the monitoring, evaluation and learning systems
6. Work in line with the DFAT policy frameworks on gender equality and disability inclusive development
7. Contribute to the evaluation of the program

Expected outputs and deliverables

	Deliverables/outputs	Approach	Number of Days	Target due date (indicative)
1.	GEDSI Analysis of RESPOND contexts in Indonesia, Timor-Leste and Malaysia	Desk review and research, of relevant documentation including RESPOND design documentation, country specific GEDSI reports; in-country primary research and consultation with key program staff and stakeholders. Draft and final report	30	17/12/24 (with a first draft due to the RESPOND program team one week before this date)
2.	GEDSI Action Plans for the RESPOND Project	Preparation of GEDSI Action Plans specifying common actions as well as those specific to each country.	10	17/12/24 (with a first draft due to the RESPOND program team one week before this date)
3.	Provide GEDSI technical input to program design during the Inception phase of the program and at the end of each of the first two years of the program	Support the program team in program design during the Inception phase to ensure that GEDSI concerns are adequately reflected throughout	10	Inception phase to be finalised 17/12/24 Dec 2025 Dec 2026

4.	Contribute GEDSI technical content to program milestone reports		6-7	Aug 2025 Aug 2026 Aug 2027
5.	Provide GEDSI technical input to program MEL framework and tools during initial development and at the end of each of the first two years of the program	Work with the program MEL consultant to ensure that GEDSI is embedded into MEL framework and tools	10	MEL frameworks and tools to be finalised by end of Inception, 17/12/24 Aug 2025, 2 weeks prior to report due date Aug 2026, due 2 weeks prior to report submission
6.	Provide capacity-building in GEDSI for RESPOND staff in Darwin, Indonesia, Timor-Leste and Malaysia	Develop and deliver training materials to enable RESPOND to implement the GEDSI Activity Plan. Materials should be in English and where appropriate in an official language of the country. The training is to be delivered face-to-face	20 (5 days development of materials, plus 5 days training in each of 3 locations)	Early 2025 and ongoing
7.	Provide capacity-building in GEDSI for RESPOND implementing partners and stakeholders	Develop and deliver training materials. Materials should be in English and where appropriate in an official language of the country. The training is to be delivered face-to-face	2-3 days to adapt materials for intended audiences; training delivery included in estimated training days (15) for output 6.	Early 2025 and ongoing
	Total days		90	

Selection criteria

The GEDSI Adviser should have, as minimum

1. Post-graduate qualifications related to international development, gender relations, public health, or similar. Applicants with a Bachelor's degree and significant practical experience will also be considered
2. Proven experience in conducting GEDSI Analyses and / or GEDSI Specialist advice in system strengthening, ideally in the global health space, with a minimum of 5 years relevant work experience in low-resource settings
3. Demonstrated ability to build understanding of GEDSI principles and to embed them in program implementation, across a range of stakeholders including program teams, implementation groups and country partners in the public and private sectors
4. Strong intercultural skills, including skills in working with stakeholders through different languages
5. Excellent strategic communication and advocacy skills, analytical and report writing skills
6. Ability to travel overseas frequently

Desirable but not essential:

1. Recent experience in South-East Asia, with relevant engagements in Timor-Leste, Indonesia (Papua, Aceh, North Sumatra and North Kalimantan) and Malaysia (Sabah, Borneo) highly regarded
2. Ability to communicate in one or more of the languages of the participating countries.
3. Experience in the health sector

Application process and terms of engagement

For further information or to submit your application please email Susan Linklater susan.linklater@menzies.edu.au with the subject line RESPOND GEDSI ADVISER

Applications close Wednesday 23 October 2024.

We welcome applications from individuals or consortia who meet the criteria required by the role.

Applications should include

1. Expression of Interest through a 1-2 page cover letter highlighting how you meet the requirements of the role. If you are applying as a group of consultants, please list each named consultant and their proposed role in the project.
2. A proposal outlining your approach to achieving each of the deliverables/outputs listed. The number of days against each deliverable is indicative only, and you may amend these if justified by your approach.
3. A curriculum vitae of no more than 4 pages clearly presenting skills, qualifications and experience relevant to this call. If the application is from a group of consultants, please provide the curriculum vitae of each consultant
4. Your expected daily rate* and the details of two professional referees

Note:

*A daily fee rate for services inclusive of all professional and administrative fees, but exclusive of travel, accommodation and other such expenses

Shortlisted applicants may be interviewed by a selection panel.

Additional days (20 minimum) will be available in support of related activity in the specified countries during 2025. We do not require you to provide details of your approach for this additional work at this stage, but please indicate your potential availability.