**COMMISSION FOR ECONOMIC COMMUNITY OF WEST AFRICA STATES (ECOWAS)**

**AND**

**WEST AFRICAN HEALTH ORGANIZATION (WAHO)**

# TERMS OF REFERENCE OF SERVICES REQUEST

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| **Position:** | **SENIOR PHARMACIST** |
| **Status:** | Consultant |
| **Duty Location:** | West African Health Organisation (WAHO) Bobo-Dioulasso, Burkina Faso |
| **Project Title:** | Development of Pharmaceutical Industry in ECOWAS Region |
| **Project ID:** | P-Z1-BZ0-012 |
| **Grant No. :** | 2100155041318 |
| **Type of Contract:** | International |
| **Post Level:** | Non-Managerial |
| **Duration of Contract:** | Fixed Term Contract for 2 years. |

## 1.0 Background

The Economic Community of West African States (ECOWAS) was established via the Treaty of Lagos in May 1975. ECOWAS is a regional organization for West Africa headquartered in Abuja, Nigeria, with 15 member countries including: Benin, Burkina Faso, Cape Verde, Cote D'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, and Togo.

The region, with an estimated population of about 365 million, has similarities of disease burden. In general, all the countries have a huge burden of malaria, HIV/AIDS, Tuberculosis, neglected tropical diseases and other newly emerging diseases such as Ebola and COVID-19. Combined with these communicable and non-communicable diseases are poverty and malnutrition, which also impact on the types of medicines required in the region.

All the 15 countries in the ECOWAS region source most of their medicines from south East Asia especially India and China. To create more value for their shareholders, research and development (R&D) multinational pharmaceutical companies in developed countries are forming partnerships with pharmaceutical manufacturers in Asia. This has made Asian pharmaceutical manufacturers to focus on exporting to the developed markets for better value creation instead of Africa. If this trend continues, the security of pharmaceutical supplies to Africa cannot be guaranteed and this would equally affect the West Africa region thereby leading to the collapse of our health systems, exacerbate public health challenges and stifle industrial and economic developments in ECOWAS.

### Situation Analysis of the ECOWAS Pharmaceutical Sector

Within the concept of the ECOWAS Regional Pharmaceutical Plan, the pharmaceutical sector and system comprises manufacturers, distributors, wholesalers, retail pharmacies, hospitals, and clinics, as well as the policies and the legislative frameworks that underpin the regulation and control of the manufacture, distribution, sale and use of pharmaceutical products. The manufacturers are either local or multinational firms. Some multinational firms have local manufacturing units, but most have only scientific and marketing offices. The multinational firms appoint distributors of their products, who in turn sell these products to wholesalers and retailers countrywide. The multinationals manufacture or distribute for sale branded products and compete in the market through innovation, research, and development. The local manufacturers may or may not have appointed distributors, but they rather sell their products directly to wholesalers, retailers, hospitals, and clinics and compete by selling low-priced generics. As in other regions of Sub-Saharan Africa, the ECOWAS pharmaceutical sector is characterized by net imports of pharmaceuticals, largely from India and China.

### Challenges to Building Local Manufacturing

In ECOWAS region, the pharmaceutical industry is faced with challenges. Estimates value the global antiretroviral drug market at about US$ 18 billion. Generic-accessible emerging economies, including Africa, make up less than 5% of the market, totaling about US$ 850 million in 2010. Given the low health budgets of African governments and the dire need for

antiretroviral drugs, African countries pay far lower prices for their antiretroviral drugs than do developed markets. Although West Africa has a small pharmaceutical manufacturing base today, truly addressing supply security will require upgrading capacity and capabilities to move to world-class levels of quality and cost. To better understand the cost challenges faced by Africa, it is useful to get a general sense of oral solid dosage (OSD) manufacturing economics. Costs of a typical multi-product facility, break down roughly as 60-80% API and 20-40% conversion cost.

The health of the people of its member states is of great interest to the ECOWAS Commission and WAHO. The production of quality, safe and standardized pharmaceutical products is in the public interest in the region. ECOWAS/WAHO is assuming ownership in ensuring that the region's pharmaceutical industry is well regulated, certified to produce and supply standard and safe medicines in accordance with good manufacturing practices. The ECOWAS Commission and the West Africa Health Organization will be leading and coordinating the implementation of this project.

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## 2.0 Project Objectives and Context

The overall objective of the project is to strengthen the pharmaceutical sector to boost local production of quality and efficacious pharmaceutical products in the ECOWAS region to meet the healthcare delivery services and needs of the people.

The project aims to address the fragile and weak institutional and regulatory frameworks of the pharmaceutical industry by strengthening them. It also aims to address the fragile health ecosystem in ECOWAS, particularly curbing the production and sale of counterfeit drugs and medicines through strengthening and capacitating the regional institutions and building resilience.

It equally aims at supporting the regional pharmaceutical institutions by strengthening their capacities to ensure that the pharmaceutical industries comply with the Good Manufacturing Practices (GMPs) to produce standard pharmaceutical products that are safe and effective in tackling disease burden in the region.

Furthermore, the project aims to achieve zero tariffs on trade for pharmaceutical raw materials, packaging and finished products within the ADF eligible countries in ECOWAS region. The benefits arising from this will definitely be available to all concerned member states. The removal of regional non-tariff barriers to trade on pharmaceutical inputs, products and packaging will create non-rival, free movement of these materials and benefit all concerned member states in the region. The zero tariff and removal of non-tariff barriers to the movement of pharmaceutical products, inputs and packaging materials would involve negotiations among the regional member states.

Strengthening and capacitating regional pharmaceutical institutions like the regional and national medicine regulatory agencies, will enhance the governance systems.

Capacitating and supporting regional training institutions will build knowledge and capacity of pharmaceutical experts in the region. This will also lead to innovation through R&D. Once strengthened and capacitated, regional institutions in ECOWAS such as the regional medicines agency, regional regulatory authorities, regional laboratories, training institutions will benefit all member states, and no one can be excluded.

Enforcement of quality standards on medicines and vaccines produced in the region ensures that all concerned member states will benefit from quality pharmaceutical products.

This project will benefit the 13 ADF eligible member states in the ECOWAS region.

Increased local production of medicines will protect human health and make medicines more readily available for local consumption. The project will help enhance regional integration through the export and sale of pharmaceutical products locally produced in the region. There would be security of supply of pharmaceutical products and promotes private sector development through trade. The project is expected to have strong development effect by increasing the availability of locally produced and affordable medicines. It would also lead to a reduction in counterfeit drugs and thereby improves the health and wellbeing of the people;

The project is classified as category 3 as it will focus mostly on institutional strengthening, and capacity building in the region. As a result, only soft categories of goods and services will be utilised with no major infrastructure works anticipated. The project will strength regional pharmaceutical institutions and capacitate them to respond to private sector needs.

The project is aligned with the African Development Bank's TYS and High 5s, particularly the Industrialize Africa Strategy, Integrate Africa Strategy, Improve the Quality of Life of African People and the recent Bank's Strategy for the Development of Local Pharmaceutical Industries in Africa. It also aligns with the AU-NEPAD Pharmaceutical Manufacturing Plan for Africa (PMPA) and the ECOWAS Regional Pharmaceutical Plan.

The Bank's intervention will build on on-going initiatives by other development partners in support of the pharmaceutical industry in the region.

However, the ECOWAS Commission and its regional institutions require support to strengthen and build their capacities for robust monitoring, regulating and ensuring that the industry produce safe and standard medicines.

The health ecosystem of the ECOWAS region has always attracted interest by development partners like UNIDO, GIZ and others. Supporting the regional pharmaceutical institutions will create opportunities for more development partners as well as manufacturing companies to further invest in the industry.

The Bank's intervention in this project will certainly add value to ECOWAS Commission and WAHO by strengthening their capacities to coordinate, monitor and regulate the pharmaceutical industry in the region.

**3.0 Purpose of the Assignment:**

The Senior Consultant Pharmacist will provide technical, strategic and organizational services required for implementation of the AfDB support project on development of the pharmaceutical industry in ECOWAS region.

**4.0 Main Duties and Responsibilities:**

The Senior Consultant Pharmacist will work closely with the Ag. Principal Program Officer in charge of Public Health and responsible for Pharmaceuticals, the Ag. Director of Directorate of Public Health and Research (DPHR) at WAHO and the Project Coordinator of the AfDB support project on development of the pharmaceutical industry in ECOWAS region at ECOWAS Commission in an efficient and cost-effective manner. He or she would be operating in a participative and interactive environment. The successful candidate is expected to be analytical, critical in performance of functions. Must be able to work with little supervision and exercise utmost discretion in handling sensitive and confidential issues. The incumbent will:

1. Advise and support the Ag. Principal Professional Officer, the Ag. Director of Directorate of Public Health and Research (DPHR) and the Project Coordinator in managing the programs and activities set out in the Pharmaceutical Project including participation in planning and budgeting activities.
2. Manage the implementation of the Project activities to achieve stated objectives. This includes:

- Reviewing of the Project thematic areas and accompanying objectives and activities from time to time
- Developing concept papers and budgets for the implementation of various activities
- Developing of Terms of Reference for consultants, experts and committees recruited or established to undertake various technical activities for and on behalf of the pharmaceutical program.

3. Responsible of the monitoring the implementation of the AfDB support project on development of the pharmaceutical industry in ECOWAS region.
4. Liaise with institutional and country focal persons for all projects under the AfDB support project on development of the pharmaceutical industry in ECOWAS region.
5. Ensure that technical reports are prepared or received on time, appropriately reviewed and translated into the ECOWAS formal languages
6. Ensure that documentation for various meetings are prepared, translated and circulated in a timely manner.
7. Participate in the continuous improvement processes with a view to identifying and implementing enhancements to business practices and processes.
8. Reviewing and implementing the ECOWAS/WAHO's health and safety policy
9. Arranging training for programmes under the Project
10. The Consultant is to take full charge of the offices responsible for the project and ensuring provision of adequate secretarial, communication and public relation services to the project;
11. Using a variety of software packages, such as Microsoft Word, Outlook, PowerPoint, Excel, Access, etc., to produce correspondence and documents and to maintain presentations, records, spreadsheets and databases;
12. Undertake any other activities as may be assigned by the Coordinator of the Project Management Unit (PMU), Ag. Director of Department of Public Health and Research through the Ag. Principal Professional Officer Public Health and responsible for Pharmaceuticals.

## 5.0 Knowledge, Skills and Abilities

- University degree in Pharmacy and Masters in Pharmaceutical sciences and or Post graduate degree in Management and Business Administration.
- Thorough knowledge of program management, planning and budgeting concepts and principles.
- Minimum of 10 years professional experience as pharmacist with at least 5 years in a National Medicine Regulatory Authority- medicine regulation, good manufacturing practices (GMP), pharmaceutical industrial development and management.
- Thorough knowledge of the policies, practices and procedures applied in international organizations such as ECOWAS and WAHO.
- Ability to understand and apply project management practices in a regional context.
- Ability to anticipate problems and to propose innovative solutions and new approaches to enhance the management of resources and implementation of the program.
- Demonstrated communication skills: Ability to present and communicate information in a clear and objective manner.
- Demonstrated interpersonal skills:
- Ability to exercise tact in dealing with staff at all levels;
- Have worked with both regional and international organizations
- Ability to adapt and interact effectively in a multicultural team with respect and sensitivity for diversity;

- Ability to stand in for the project implementation activities in the absence of ECOWAS/WAHO Staff, Project Coordinator and Ag. PPO Public Health responsible for Pharmaceuticals.
- Fluency, written and spoken in any one of the three official languages. Knowledge of other official ECOWAS languages (i.e. English, French, Portuguese) an asset.

**6.0 Nature of Appointment**

This is a Senior Pharmacist consultant position supported by the AfDB support project on development of the pharmaceutical industry in ECOWAS region for a period of two years.