



WEST AFRICAN HEALTH ORGANIZATION  
ORGANISATION OUEST AFRICAINE DE LA SANTE  
ORGANIZAÇÃO OESTE AFRICANA DA SAÚDE

## Sub-Saharan Africa Women's Empowerment and Demographic Dividend Project – Plus (SWEDD+) P176693

### RECRUITMENT OF AN INDIVIDUAL CONSULTANT FOR THE DEVELOPMENT OF CONTENT FOR THE DISTANCE LEARNING PLATFORM FOR THE MASTER'S PROGRAMME FOR MIDWIVES AND NURSES

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#### REQUEST FOR EXPRESSIONS OF INTEREST

Reference number: BF-WAHO-BF-534367-CS-INDV

#### 1- Introduction

The West African Health Organisation is the specialised health institution of the Economic Community of West African States (ECOWAS).

The mission of the West African Health Organisation (WAHO) is to provide the peoples of the region with the highest possible standard of health care, grounded in the harmonisation of Member States' policies, the pooling of resources and cooperation among Member States and with other countries and partners, for a collective and strategic response to the health problems of the region.

In order to fulfil its mission, the West African Health Organisation has received financing from the World Bank (WB) to implement the Sub-Saharan Africa Women's Empowerment and Demographic Dividend Project – Plus (SWEDD+) P176693, and intends to apply part of the proceeds to finance the recruitment of an individual consultant for the development of content for the distance learning platform for the Master's programme for midwives and nurses.

#### 2- Description of Services

The consulting services ("the Services") consist of developing a comprehensive Master's programme structure, content and practical tests in nursing and midwifery on the WAHO e-learning platform for higher education institutions in ECOWAS Member States and in the countries participating in the SWEDD project.

The consultant will be responsible for supporting WAHO and all educational institutions in the beneficiary countries in the development and implementation of a high-quality Master's programme on the WAHO e-learning platform, based on the WAHO harmonised curriculum. The consultant shall contribute to the establishment of a system that facilitates the pedagogical, technical and administrative management of the Master's programme.

#### 3- Duration of the Assignment

The estimated duration of the assignment is twelve (12) months.



#### **4- Documents to be Submitted**

WAHO now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Services. Interested consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

Interested consultants are invited to submit an application file comprising:

- A letter of expression of interest addressed to the Director General of WAHO, bearing the title of the position as its subject;
- A recent, dated and signed Curriculum Vitae highlighting the candidate’s degrees, training, experience in procurement (including the names of projects and donors), and skills and aptitudes for the assignment;
- A copy of the degree(s);
- A copy of certificates of satisfactory completion of services or employment certificates attesting to the candidate’s professional experience as stated in the CV.

Only documented degrees and experience will be considered

#### **5- Qualifications**

##### **Academic Qualifications**

Hold a doctorate (PhD) in health sciences, education, public health, nursing, midwifery or a closely related field from an internationally recognised institution.

##### **Professional Experience**

- Have at least eight (8) years of post-qualification experience in curriculum development for higher education, with demonstrable experience in the electronic design of at least two postgraduate programmes in health-related disciplines that have been successfully implemented.
- Demonstrate expertise in e-learning instructional design and online pedagogy, with evidence of having developed at least three successful online courses or programmes in the past five years, preferably in health sciences education.
- Have successfully led at least one major Master’s programme development project in a resource-limited setting within the past five years.
- Have at least five (5) years of experience in developing competency-based training frameworks specifically for the health professions, with evidence of implementing assessment methodologies aligned with international standards (such as the CAMES, ICM or ICN competency frameworks, etc.).
- Have demonstrated proficiency in Learning Management Systems (LMS), particularly Moodle (the platform used by WAHO), including course set-up, content integration, assessment configuration and user management.



## 6- Selection Method

The individual consultant will be selected using the Individual Consultant Selection method in accordance with the World Bank “Procurement Regulations for IPF Borrowers – Investment Project Financing”, Seventh Edition, September 2025.

Following the call for expressions of interest, the most qualified candidate (ranked first) will be invited to submit a technical and financial proposal with a view to contract negotiation.

## 7- The shortlisting criteria

The criteria for establishing the shortlist are:

| No.       | Evaluation Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Maximum Number of Points |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| <b>I</b>  | <b>General Qualifications</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>30</b>                |
| a         | Hold a doctorate (PhD) in health sciences, education, public health, nursing, midwifery or a closely related field from an internationally recognised institution.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 10                       |
| b         | <b>General Experience</b> <ul style="list-style-type: none"><li>- At least <b>eight (8) years</b> of post-qualification experience (after obtaining the PhD) in curriculum development for higher education, with demonstrable experience in the electronic design of at least two post-graduate programmes in health-related disciplines that have been successfully implemented: <b>10 points</b></li><li>- At least <b>five (5) years</b> of experience in developing competency-based training frameworks specifically for the health professions, with evidence of implementing assessment methodologies aligned with international standards (such as the CAMES, ICM or ICN competency frameworks, etc.): <b>10 points</b></li></ul> | 20                       |
| <b>II</b> | <b>Suitability for the Assignment: Specific Experience</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>70</b>                |
| a         | Assignment in curriculum development for higher education in general: <b>5 points</b> per assignment/experience, up to a maximum of <b>25 points</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 25                       |
| b         | Assignment in the development/instructional design of e-learning and online pedagogy, or of distance learning platform content, in health sciences education within the past five (05) years: <b>10 points</b> per assignment/experience, up to a maximum of <b>30 points</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 30                       |
| c         | Assignment in the development of a Master’s programme in a resource-limited setting within the past five years: <b>10 points</b> per assignment/experience, up to a maximum of <b>10 points</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 10                       |
| f         | <ul style="list-style-type: none"><li>- Professional proficiency in English (written and spoken, minimum level C1): <b>2.5 points</b></li><li>- Working proficiency in French (minimum level B2): <b>2.5 points</b></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5                        |



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|--|------------------------------------------------------|------------|
|  | Knowledge of Portuguese will be an additional asset. |            |
|  | <b>Total</b>                                         | <b>100</b> |

In the event of a tie, preference will be given to the consultant with the most experience in the development/instructional design of e-learning and online pedagogy, or of distance learning platform content, in health sciences education.

#### 8- Additional Information on Submission

Interested consultants may also obtain further information on the reference documents at the e-mail address below, during working hours, Monday to Friday, from 08:00 to 16:00 GMT: [procurement@diffusion.wahooas.org](mailto:procurement@diffusion.wahooas.org) with a copy to [osopein-mann@prj.wahooas.org](mailto:osopein-mann@prj.wahooas.org) and [dolajide@wahooas.org](mailto:dolajide@wahooas.org)

They may also download the terms of reference or this request for expressions of interest from the WAHO website: <https://data.wahooas.org/tenders/tenders/list>

Interested and duly qualified consultants are invited to express their interest by submitting their application electronically at <https://data.wahooas.org/tenders/tenders/list>

The deadline for receipt of applications is **November 19, 2026 at 12:00 GMT**.

The costs of preparing and submitting the expression of interest shall be borne by the consultant.

**Prof. Palokinam T. PITCHÉ**  
**Director General**