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Ref: SHE/ADM/26/103-AD

Date: 25th November 2026

TERMS OF REFERENCE

Engagement of a National Consultant to Develop and Deliver Training on Sexual and Reproductive Health in Emergencies (SRHiE) for Nursing and Medical Students

Introduction

The Society for Health Education (SHE) is a national non-governmental organization in the Maldives dedicated to promoting health and well-being through an integrated and holistic approach. The thematic areas of SHE are Sexual Reproductive Health, Thalassemia Laboratory and Diagnostic Services, Counselling and Psychosocial Services, and Health promotion.

SHE strives to improve the quality of life of the Maldivian people by promoting equitable access to quality health services, strengthening national capacity, and raising awareness on health and social issues through evidence-based programmes and partnerships.

1. Background

The Maldives is vulnerable to natural disasters, public health emergencies and climate-related events that may disrupt access to essential healthcare services, including sexual and reproductive health (SRH) services. The country's geographical dispersion presents additional challenges in ensuring timely access to healthcare, particularly during emergencies.

Strengthening the preparedness of healthcare professionals to respond to SRH needs during emergencies is therefore important. The Minimum Initial Service Package (MISP) provides a framework for ensuring access to priority life-saving SRH services during humanitarian emergencies.

Building on SHE's work under the SPRINT Project (2022–2024), SHE is implementing an initiative to strengthen the knowledge and practical skills of nursing and medical students in SRH in emergencies. The initiative aligns with the Maldives Reproductive, Maternal, Newborn, Adolescent and Child Health (RAMNCAH) Strategy and other relevant national policies and guidelines.

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As part of this initiative, SHE seeks to engage a national consultant to develop and deliver an interactive training program for nursing and medical students, incorporating practical exercises, simulation-based learning and panel discussions with relevant professionals.

2. Objective of the Assignment

To strengthen the knowledge and practical skills of nursing and medical students in sexual and reproductive health in emergencies through the development and delivery of interactive training workshops, simulation-based learning sessions and panel discussions with relevant professionals.

3. Scope of Work

1. The consultant will be responsible for developing and delivering a training program on Sexual and Reproductive Health in Emergencies (SRHiE) for nursing and medical students.
2. The assignment will include developing training materials based on existing SPRINT and MISP resources and relevant national guidelines, such as RMNCAH conducting interactive training workshops, facilitating simulation-based learning sessions, and organising panel discussions with disaster response professionals, SRH specialists and other relevant stakeholders.
3. The consultant will work closely with SHE and relevant educational institutions to ensure that the training is appropriate to the Maldivian context and incorporates practical learning approaches.
4. The assignment will also include assessing participants' learning, collecting feedback and documenting the outcomes of the training activities.

4. Key Deliverables

The consultant will be expected to deliver:

1. Training materials: Develop a 2 day (12 hours) training outline and supporting materials,

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including presentations, case studies, group exercises and simulation scenarios, aligned with SPRINT, MISP and relevant national guidelines.

2. Training workshops: Conduct two days (12 hours) of interactive SRHiE training workshops for nursing and medical 25-30 students, covering key concepts, emergency preparedness and the implementation of MISP.
3. Simulation-based learning: Facilitate practical 1 simulation-based learning exercises and scenario-based learning sessions relevant to SRH needs during emergencies in the Maldivian context.
4. Panel discussions: Organize and facilitate 1 panel discussions involving disaster response professionals, SRH specialists and other relevant stakeholders, in collaboration with educational institutions.
5. Training assessments: Develop and administer pre- and post-training assessments to measure participants' learning and compile a summary of the findings.
6. Training report: Submit a brief report summarizing the training workshops, simulation exercises and panel discussions conducted, including participant feedback, assessment findings and key recommendations.
7. Final training materials: Submit final copies of all presentations, training resources, case studies, simulation exercises and assessment tools developed under the assignment.

5. Qualifications and Experience

The consultant should have:

- A relevant academic qualification or an equivalent combination of education, training and professional experience.
- Knowledge and experience in sexual and reproductive health, SRH in emergencies and the Minimum Initial Service Package (MISP), public health, emergency preparedness or related areas.

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- Experience in developing and delivering training programs, including interactive and participatory learning approaches.
- Good facilitation, communication, coordination and training material development skills.
- Experience working with healthcare professionals, educational institutions or relevant organizations would be an advantage.

6. Submission Requirements

Interested applicants should submit:

- An updated Curriculum Vitae.
- Copies of relevant academic and professional qualifications.
- A brief technical proposal outlining the proposed approach, work plan and timeframe.
- A financial proposal with a cost breakdown for completing the assignment.

7. Evaluation Criteria

Proposals will be evaluated based on:

- Relevant technical experience and track record – 35%
- Technical approach and methodology – 30%
- Qualifications and professional background of the consultant – 20%
- Financial proposal – 15%

8. Duration of the Assignment

The consultancy is expected to be completed within **45** working days, after the contract is signed, and according to the agreed work plan.

9. Reporting

The consultant will report directly to the Director of Program and will work closely with the assigned program team throughout the assignment.

10. Payment Schedule

Payment will be made upon satisfactory completion of the agreed deliverables as follows:

- 30% upon submission and approval of the training outline and training materials.
- 70% upon completion of the training workshops, simulation-based learning sessions and panel discussions, and submission and acceptance of the final deliverables.

11. Intellectual Property Clause:

All materials, presentations, training resources, assessment tools, reports and other outputs developed under this consultancy shall become the property of the Society for Health Education (SHE). The consultant shall not reproduce, distribute or use these materials without prior written approval from SHE.

12. Safeguarding and Ethical Consideration:

The consultant will be required to comply with SHE's safeguarding, child protection, prevention of sexual exploitation and abuse (PSEA), confidentiality and ethical standards throughout the assignment.

13. Application Deadline

Interested candidates should submit their applications by **2nd December 2026** to:

Society for Health Education (SHE)
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Email: hr@she.org.mv

SHE is committed to the safety and protection of children, young people and vulnerable adults and this role may involve contact with these groups. Our recruitment and selection procedures reflect our commitment to the safety and protection of children, young people and vulnerable adults in our programs. SHE is committed to equal opportunities, cultural diversity and encourages women, young people and people with disability to apply.

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