

RESEARCH ASSISTANT (HEALTHCARE FINANCING DIVISION)

Terms of Reference

1. BACKGROUND & DESCRIPTION

The National Health Systems Resource Centre (NHSRC) is created under the National Rural Health Mission (NRHM), Ministry of Health & Family Welfare, Government of India, to act as the nodal agency for Technical Assistance (TA) to central and state governments for effectively implementing NRHM, with specific focus on systems strengthening and capacity development. The NHSRC is co-terminus with NRHM, which ends with the close of the XIth Plan period, on 31st March 2012, although it is likely to continue thereafter.

The NHSRC, working from New Delhi, structures its technical assistance to states around seven cross-cutting themes, namely, (i) Public Health Planning, (ii) Health Human Resources, (iii) Community Participation, (iv) HMIS, (v) Quality Assurance, and (vi) Healthcare Financing (vii) Public Health Administration.

In the area of Healthcare Financing, NHSRC is currently involved with the following:

- Developing and demonstrating framework/systems for *differential financing* to different health facilities in a district, so as to improve allocative efficiency, quality of care and equity.
- Developing an *implementation framework* for the states regarding different forms of *healthcare provisioning and financing (including health insurance and PPP)* that are cost effective and efficient.
- Setting up *budget tracking systems* in states and institutionalizing these systems at the national level.

In this context, the NHSRC is looking for a position of Research Assistant ó Healthcare Financing (candidates with higher qualification and experience may also be considered for the position of Consultant), to strengthen the Healthcare Financing team in NHSRC. The position of the Research Assistant (RA) is a full-time contractual position, contacted for a period of one year (conditional upon NHSRC continuing beyond March 2012). The contract may be revised based upon requirement and performance of the RA

2. ROLE & TASKS

The role of the Research Assistant (Healthcare Financing) will function as part of the Healthcare Financing team within NHSRC and be responsible for the following tasks:

- a) Documentation, involving monitoring reports, process documentation and case studies, evaluation studies and assessment reports of the initiatives for PPPs, financial risk protection schemes, and mechanisms of differential financing of public hospitals under NRHM.
- b) To Provide assistance in policy research/review for the following:

- i. Feasibility studies for innovative schemes of healthcare financing (including insurance and PPP).
- ii. Cost Effectiveness Analysis of various interventions in health sector (under NRHM /national health programmes, diseased control programmes)
- iii. Review of Public Financing for Healthcare
- c) Liaison with MoHFW, State Health Society, District Health Society and health facility level officials and other related stakeholders (like academic and research institutions) for developing/demonstrating systems for PPPs, financial risk protection schemes, and mechanisms of differential financing of public hospitals under NRHM.
- d) Assist the NHSRC Healthcare Financing team in organizing workshops, seminars, conferences and trainings at central, regional, district and facility level; on the theme of Healthcare Financing in general and the initiatives on "flexible financing of public hospitals under NRHM" in particular. The assistance would involve event design and planning, preparing background material/handouts, and logistics arrangements in coordination with the NHSRC administration and partner institutions.
- e) Represent NHSRC at regional, national and international level in meetings, workshops, trainings, etc., in the area of Healthcare Financing in general and the initiatives on "flexible financing of public hospitals under NRHM" in particular.
- f) Any other task as may be assigned by Advisor-Healthcare Financing and NHSRC Secretariat (headed by ED-NHSRC).

The tasks will involve extensive travel in various states (with focus on EAG states) at the district and health facility level.

3. QUALIFICATIONS & EXPERIENCE

In the context of the envisaged role and responsibilities of the RA (Healthcare Financing), as described above, the following profile is desired for the position:

(i) Desired Qualification:

Post Graduate Degree/Diploma in Health Economics/Public Policy/ or Post Graduate in Public Health with additional qualification in Health Economics/Development Economics

(ii) Desired Experience:

The position of RA (Healthcare Financing) is envisaged as a junior level position with the person having 1-2 years post-qualification experience in the Health sector in India, preferably in public policy research at state/central government level.

(iii) Other desired qualities:

- The RA is expected to be a team player, showing ability to function with various types of professionals, government officials, administration, community representatives, and international technical/financial support partners.

- Excellent communication skills (including written and presentation skills) in English and a working knowledge of Hindi. Knowledge of any other regional language will be an added advantage.
- Computer proficiency including MS Office (Word/Excel/Powerpoint) and ability to undertake search engine based research. Knowledge of statistical packages (like EPI-info/SPSS/Stata) is desirable but not essential.
- Ability of multi-tasking and adherence to tight timelines under increased work-pressure.
- The RA is also expected to be self-driven, innovative, resourceful and quick learner with high level of integrity.

4. REPORTING & PERFORMANCE MONITORING

The RA (Healthcare Financing) will report to the Advisor (Healthcare Financing) and function as part of the Healthcare Financing team within NHSRC. The performance of the RA will be subject to period review, including an annual performance appraisal, which is expected to be based upon the feedback of not only the immediate supervisor, but also other colleagues, peers and also the clients that the RA interacted with in course of his/her regular duties.

The eligible candidates should send their applications by email to recruitment.nsrc.hcf@gmail.com or by post to HR Manager, NHSRC, NIHFW Campus, Baba Gang Nath Marg, Munirka, New Delhi -110 067. Make sure to mention post applied for, on the envelope (in post) and subject-line (in e-mail), without which applications will not be accepted.

Last date for receiving applications is 6th July 2011.