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| REQUEST FOR EXPRESSIONS OF INTEREST  INDIVIDUAL CONSULTANTS |

**Country: The Commonwealth of The Bahamas**

**Supporting Institution: Inter-American Development Bank**

**Programmes: Program to Support the Health Sector to Contain and Control Coronavirus and to Mitigate its Effects in Service Provision & Programme to Support the Health**

**System Strengthening of The Bahamas**

**Project Number: BH-L1053 & BH-L1055**

**Loan Number: 5179/OC-BH & 5296/OC-BH**

**Sector: Health**

**Deadline: 30 December 2022**

The Ministry of Health and Wellness (MOHW) of The Bahamas has received financing from the

Inter-American Development Bank (IDB), toward the cost of the Program to Support the Health

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Description automatically generatedSector to Contain and Control Coronavirus and to Mitigate its Effects in Service Provision & the Programme to Support the Health System Strengthening of The Bahamas and intends to apply part of the proceeds for the consulting services.

The Ministry of Health & Wellness now invites eligible 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. Consultants will be selected under the National Competitive Bidding Selection procedures set out in the IDB’s: Policies for the Selection and Contracting of Consultants financed by the IDB and it is open to all eligible bidders as defined in these policies. Only Short-Listed Individuals will be contacted.

**Consultancy:** Senior Technical Project Manager Consultant

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individual will work as a part of the MOHW on a contractual basis and report to the IS4H Programme Lead (or other designated alternate). The successful individual will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individual will be responsible for managing ICT engineering and technical work streams for the members of the team. You will coordinate across different agencies within the Ministry of Health to schedule, plan, forecast, resource and manage all the technical activities aiming at ensuring the project accuracy and quality from conception to completion. This contract is expected to be completed in a twenty-four-month period.

**Main Responsibilities:**

The main objective of this consultancy is to provide ICT project management support to the IS4H Project Team. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultant will ensure the highest level of execution of the project management function and will:

* Initiate, plan, schedule, coordinate and monitor the assigned ICT engineering projects
* Monitor compliance to apply best practices, policies, performance standards and specifications of the public service
* Interact daily with citizens and public servants to interpret their needs and requirements and represent their voice during discussions
* Perform overall quality control of the work (budget, schedule, plans, team’s performance) and report regularly on project status to leadership
* Assign responsibilities and mentor technical project team
* Cooperate and communicate effectively with ICT Lead, other project managers and other project participants to provide assistance and technical support
* Review ICT engineering deliverables and initiate appropriate corrective actions to ensure requirements have been met
* Act with a sense of ownership, urgency, and drive.
* Define and drive adoption and visibility of key planning metrics, goals, and milestones throughout the development lifecycle and company planning process; define smart tools, content, and methods to execute on the strategy.

**The Successful Candidate will have the following skills:**

* ***Education:*** BS degree in Computer Science, Information Systems, or equivalent education or work experience. Project Management Certification is a plus
* ***Experience:*** 7+ years of working experience as a Technical Project Manager with a proven track record of successful delivery with customer impact. 7+ years of supervision skills to guide junior members of the team. 7+ years working knowledge of design and visualizations software for drawing workflow diagrams
* ***Languages:*** Advanced writing, communication, and presentation skills in English

***Core and Technical Competencies:*** Advanced MS Office skills and/other documentation tools. Familiarity with rules, regulations, best practices and performance standards of the public sector. Decision making ability and ability to communicate clearly and effectively to leadership. Excellent time management and organization skills. Knowledge of project management software (e.g. Microsoft Project). Demonstrated ability and desire to work collaboratively with senior-level professionals and ability to build relationships with stakeholders. Attentive to detail, accurate and well organized. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H Senior** **Technical Project Manager Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**

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**Consultancy:** Technology Business Analyst

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individuals will work as a part of the MOHW on a contractual basis and report to the IS4H Programme Lead (or other designated alternate). The successful individuals will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individuals will be natural conduits between our information technology and our business objectives. The Technology Business Analysts will be instrumental in supporting and ensuring the successful completion of requirements gathering, testing and deployment tasks of our software product’s features that are provide the functionality required by our stakeholders. This contract is expected to be completed in a twenty-four-month period starting in January 2023.

**Main Responsibilities:**

The main objective of this consultancy is to provide business analysis support to the IS4H Project Team. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultants will ensure the highest level of execution of business analysis tasks and will:

* Create business process design documentation, recommend process improvement, gather primary and secondary research, and mapping customer journeys
* Detail the technicalities of a project and create documentation and diagrams to represent this and collaborate with technical and solution architects to define solutions
* Define configuration specifications and business analysis requirements
* Perform quality assurance against software being developed
* Own and develop relationship with partners, working with them to integrate technology in their organizations
* Help design, document as-is and to-be system processes
* Report on common sources of technical issues or questions and make recommendations to software development team
* Communicate key insights and findings to software development team
* Constantly be on the lookout for ways to improve monitoring, discover issues and deliver better value to the client

**The Successful Candidates will have the following skills:**

* ***Education:*** A minimum of BS degree in Computer Science, Information Systems, or equivalent education or work experience. Business Analysis or Process Improvement Certification is a plus.
* ***Experience:*** Minimum of 3 years’ experience in a Business / Systems Analysis or Quality Assurance role. Minimum of 3 years of proven experience in eliciting requirements and testing from clients. Minimum of 3 years of proven experience analyzing data and using data visualization techniques and tools
* ***Languages:*** Advanced writing, communication, and presentation skills in English
* ***Core and Technical Competencies:*** Proficiency in MS Office. Basic understanding of software design principles. Very good knowledge in generating process documentation. Strong written and verbal communication skills including technical writing skills. Demonstrated ability and desire to work collaboratively with senior-level professionals and ability to build relationships with stakeholders. Attentive to detail, accurate and well organized. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H Technology Business Analyst Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**

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**Consultancy:** Junior Software Developer

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individuals will work as a part of the MOHW on a contractual basis and report to the IS4H Programme Lead (or other designated alternate). The successful individuals will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individuals will be responsible for the development and implementation of software for the public service. You will work with Vendors, Developers and Project Managers throughout the software development life cycle. In this role, you should be a team player with a keen eye for detail, problem-solving skills, and a passion for digital transformation through technology. This contract is expected to be completed in a twenty-four-month period.

**Main Responsibilities:**

The main objective of this consultancy is to support the digital transformation activities of the IS4H Project Team through the design, development, testing and implementation of software. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultants will ensure the highest level of software delivery and will:

* Work with other developers to design algorithms and flowcharts
* Produce clean, efficient code based on specifications
* Integrate software components and third-party programs via RESTful API’s, SOAP, XML
* Verify and deploy programs to QA, UAT, and PROD environments
* Troubleshoot, debug and upgrade existing software systems
* Gather and evaluate user feedback on a continuous basis
* Recommend and execute improvements to existing systems
* Create technical documentation for reference and reporting for other developers to consume

**The Successful Candidate will have the following skills:**

* ***Education:*** A minimum of a BSc degree in Computer Science, Information Systems, or equivalent education or work experience.
* ***Experience:*** Minimum of 3 years of relevant working experience.
* ***Languages:*** Writing, communication, and presentation skills in English

***Core and Technical Competencies:*** Proven experience as a Software Developer, Software Engineer or similar role. Familiarity with Agile development methodologies. Experience with software design and development in a test-driven environment. Knowledge of coding languages (e.g. C++, Java, JavaScript, Python) and frameworks/systems (e.g. AngularJS, Git). Experience with databases and Object-Relational Mapping (ORM) frameworks. Curious enough to want to learn new languages and technologies. Excellent verbal and written communication skills. Resourcefulness and troubleshooting aptitude. Ability to pay keen attention to detail. Attentive to detail, accurate and well organized. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

The Ministry of Health & Wellness now invites eligible 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. Consultants will be selected under the National Competitive Bidding Selection procedures set out in the IDB’s: Policies for the Selection and Contracting of Consultants financed by the IDB and it is open to all eligible bidders as defined in these policies. Only Short-Listed Individuals will be contacted.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H** **Junior Software Developer Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**

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**Consultancy:** Senior Software Developer

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individuals will work as a part of the MOHW on a contractual basis and report to the IS4H Programme Lead (or other designated alternate). The successful individuals will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individuals will be responsible for the development and implementation of software for the public service. You will work with Vendors, Developers and Project Managers throughout the software development life cycle. In this role, you should be a team player with a keen eye for detail, problem-solving skills, and a passion for digital transformation through technology. This contract is expected to be completed in a twenty-four-month.

**Main Responsibilities:**

The main objective of this consultancy is to support the digital transformation activities of the IS4H Project Team through the design, development, testing and implementation of software. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultants will ensure the highest level of software delivery and will:

* Work with other developers to design algorithms and flowcharts
* Produce clean, efficient code based on specifications
* Integrate software components and third-party programs via RESTful API’s, SOAP, XML
* Verify and deploy programs to QA, UAT, and PROD environments
* Troubleshoot, debug and upgrade existing software systems
* Gather and evaluate user feedback on a continuous basis
* Recommend and execute improvements to existing systems
* Create technical documentation for reference and reporting for other developers to consume

**The Successful Candidate will have the following skills:**

* ***Education:*** A minimum of a BSc degree in Computer Science, Information Systems, or equivalent education or work experience
* ***Experience:*** Minimum of 5 years of proven experience as a Software Developer, Software Engineer or similar role.
* ***Languages:*** Advanced writing, communication, and presentation skills in English
* ***Core and Technical Competencies:*** Minimum of 5 years of familiarity with Agile development methodologies. A minimum of 5 years of experience with software design and development in a test-driven environment. A minimum of 5 years of using of coding languages (e.g. C++, Java, JavaScript, Python) and frameworks/systems (e.g. AngularJS, Git). Experience with databases and Object-Relational Mapping (ORM) frameworks. Curious enough to want to learn new languages and technologies.

Excellent verbal and written communication skills. Resourcefulness and troubleshooting aptitude. Ability to pay keen attention to detail. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H** **Senior Software Developer Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**

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Description automatically generated**Consultancy:** Data Engineer

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individual will work as a part of the MOHW on a contractual basis and report to the IS4H Programme Lead (or other designated alternate). The successful individual will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individual using various methods will be responsible for transformation of raw data into useful data systems and will build dashboards using business intelligence tools. For example, you will create SQL statements, algorithms and conduct statistical analysis. You will work with Vendors, Business Analysts, Developers and Project Managers throughout the software development life cycle. In this role, you should be a team player with a keen eye for detail, problem-solving skills, and a passion for digital transformation through technology. This contract is expected to be completed in a twenty-four-month period.

**Main Responsibilities**

The main objective of this consultancy is to improve the quality and usability of data captured by key stakeholders and by systems implemented by the IS4H Project Team and vendors. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultant will ensure the highest level of customer service delivery and will:

* Analyze and organize raw small and large datasets
* Build data systems and pipelines using query languages
* Evaluate business needs and objectives to understand reporting requirements
* Interpret trends and patterns to make recommendations on improving
* Conduct complex data analysis and report on results
* Prepare data for prescriptive and predictive modeling
* Combine raw information from different sources
* Explore ways to enhance data quality and reliability
* Identify opportunities for data acquisition

**The Successful Candidate will have the following skills:**

* ***Education:*** A minimum of BSc degree in Computer Science, IT, or similar field. A post graduate degree is a plus
* ***Experience:*** Minimum of 5 years of experience as a Data Engineer or in a similar role
* ***Languages:*** Strong writing, communication, and presentation skills in English
* ***Core and Technical Competencies:*** Technical expertise with data models, data mining, and segmentation techniques. Knowledge of programming languages (e.g. Java and Python). Hands-on experience with SQL and NoSQL database design. Great numerical and analytical skills. Demonstrated ability and desire to work collaboratively and build relationships with stakeholders. Attentive to detail, accurate and well organized. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H Data Engineer Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**



**Consultancy:** IS4H Administrative Support Consultant

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** IS4H Programme Lead – Ministry of Health & Wellness

The successful individual will work as a part of the MOHW on a contractual basis and report to the Chief Medical Officer (or other designated alternate). The successful individual will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individual will be responsible for managing and coordinating schedules, planning meetings and appointments, preparation of meeting notes and action items, researching information, making travel and accommodation arrangements, preparing and facilitating presentations, and communicating progress to team members. This contract is expected to be completed in a twenty-four-month period.

**Main Responsibilities:**

The main objective of this consultancy is to provide administrative support to the IS4H Project Team. The IS4H Team comprises information and communications technology experts and is led by the Information Systems for Health Programme Lead under guidance from the National IS4H Steering Committee and the Office of the Chief Medical Officer in the Ministry of Health & Wellness. The consultant will ensure the highest level of execution of administrative tasks by:

* Organizing work in a dynamic and complex environment to meet deadlines
* Performing clerical support functions including but not limited to preparation of flow-charts, spread-sheets, email, reports, document filing and retrieval, document printing and scanning, management of office supplies, management of the janitor / driver
* Scheduling meetings (inclusive of notification of participants, diarizing of the meetings, booking of meeting facilities and required technology), and record decisions and action items (e.g. assigned tasks and next steps)
* Organizing travel and accommodation for members of the project team as required
* Supporting internal team initiatives
* Preparing and providing documentation to internal teams and key stakeholders when requested
* Researching relevant subject areas and retrieving necessary information, as requested by members of the Project Team
* In addition to the duties required above, the Administrative Support may also be required to complete tasks that are within the scope of your title and considered reasonable by industry standards

**The Successful Candidate will have the following skills:**

* ***Education:*** A minimum of an Associate Degree in Secretarial, Science Public Administration, Business Administration or other related field. Project Management Certification is a plus
* ***Experience:*** Minimum of 3 years of relevant working experience. Experience in project management roles or examples of supported project management initiatives preferred
* ***Languages:*** Advanced writing, communication, and presentation skills in English
* ***Core and Technical Competencies:*** Experience working within professional services firms (e.g. accounting, consulting) preferred. Proficiency in MS Office (Word, Excel and PowerPoint), i.e. ability to prepare PowerPoint Presentations. Hands-on experience with flowcharts, technical documentation, and schedules. Knowledge of project management software (e.g. Microsoft Project). Demonstrated skills, knowledge and experience in document storage and retrieval, preparing executive summaries and status reports. Demonstrated ability and desire to work collaboratively with senior-level professionals and ability to build relationships with stakeholders. Attentive to detail, accurate and well organized. Cooperative and willing to assist others and work in a team environment. Observe and maintain confidentiality.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. All CVs and qualification documents must be submitted Re: **IS4H Administrative Support Consultant** to the following e-mail address: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**



Logo, company name

Description automatically generated**Consultancy:** Data Analyst Consultant

**Consultancy Location:** Nassau, The Bahamas

**Reports to:** Chief Medical Officer – Ministry of Health & Wellness

The successful individual will work as a part of the MOHW on a contractual basis and report to the Chief Medical Officer (or other designated alternate). The successful individual will also work collaboratively with other leaders from across the Ministry of Health and national health system stakeholders, as well as with other ministries and international partners. The successful individual will support the Ministry in the collation, analysis and description of various population health metrics as explained by relevant health indicators defined in the National Health Indicator Compendium and Data Dictionary. The National Indicator Compendium provides a prioritized set of standardized health indicators that address the reporting needs of the Ministry of Health & Wellness as well as other national health stakeholders. The Data Dictionary reflects the individual data elements that are collected to support reporting on the National Health Indicators, as well as other clinical and administrative purposes. This contract is expected to be completed in a three-year period with possibility to convert to PnP.

**Main responsibilities:**

The main objective of this consultancy is the timely collection, manipulation, analysis and consolidation of data as well as maintaining a high level of integrity, accuracy and quality of reporting for data being collected, stored, and manipulated for reporting and decision-making. The Consultant will:

* Condense, organize and manage data received by the Ministry
* Ensure data validity through the performance of daily maintenance tasks and routine data checks for validation on the various data interfaces.
* Ensure and perform reduction and analysis of data for appropriate interpretation, analysis and troubleshooting of the data.
* Ensure data reconciliation with various source systems
* Ensure issues with data collection are communicated and resolved and liaises with technical teams on gaps in reporting to minimize impact on services and policy formulation
* Provide recommendations on optimization and increased efficiency of the data environment including access and storage among others
* Develop and implement efficient data extraction routines for the delivery of data.
* Prepare and submit final data reports for quality assurance review
* Perform other duties as assigned
* Ensure a consistent format aligned with international best practices and standards.

**The successful candidate should have the following skills:**

* **Education**: Bachelor’s degree in biostatistics, computer science, data science. Master’ degree or higher is preferred.
* **Experience**: Minimum of 5 years of experience as a data analyst or working in a data science field. Experience of work in Caribbean/Latin American Region is an advantage.
* **Languages**: Advanced writing, communication, and presentation skills in English
* **Core and technical competencies**: Strong organizational and analytical skills to create and validate data products, create documentation. Strong project management skills. Attention to detail required for data analysis, adherence to security requirements, Self-starter able to use independent judgment and develop solutions to a variety of complex problems. Time Management Skills. Flexibility to adjust pre-agreed schedules meet the data requirements. Ability to function well in a team-oriented work environment and on projects at various levels within organization. Valid Driver’s License.

Further information can be obtained by e-mail: MOHWPEU@BAHAMAS.GOV.BS. Submit all CVs and qualification documents must be submitted Re: **Data Analyst Consultant** to E-mail: MOHWPEU@BAHAMAS.GOV.BS on or before 5:00 pm on **30 December 2022.**

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