

**REQUEST FOR EXPRESSIONS OF INTEREST (REOI)  
(CONSULTING SERVICES)**

Date 12.11.2018

**ALBANIA**  
**ALBANIA HEALTH SYSTEM IMPROVEMENT PROJECT (HSIP)**  
**LOAN NO: 8466 AL.**  
**PROJECT ID NUMBER: P144688**

*Assignment Title:*       **Review of the Existing Hospital Master Plan (Health Facility Rationalization Plan) in Albania**

*Reference No.*           **HSIP/CS/QCBS/05-2015**

The Government of Albania has received financing from the World Bank toward the cost of the Health System Improvement Project (HSIP), and intends to apply part of the proceeds for consulting services . The consulting services (“the Services”) include “Review of the Existing Hospital Master Plan (Health Facility Rationalization Plan) in Albania”. The purpose of this consultancy is to revise and update existing Hospital Master Plan (Health Facility Rationalization Plan), based on the new assessment of the current situation with regards to the health care infrastructure, to support the government with the elaboration of an appropriate health facility rationalization plan to establish a comprehensive network of outpatient and inpatient care facilities throughout the country, and to identify the needs for medical equipment investments in hospitals as part of the implementation of the master plan. With a special focus a new category of hospitals at the interface between Primary Health Care (PHC) and secondary care: PHC referral hospitals.

The specific objectives of the consultancy are:

- To develop, in collaboration with the Ministry of Health and Social Protection (MOHSP), a revised Master Plan for restructuring health facilities throughout Albania at all levels of care with a focus on to ensure a continuum of care. The revised Master Plan should provide a long-term vision with targets for an efficient, sustainable and equitable network; and encompasses development plans to guide investment and restructuring of the health sector in Albania in line with overall health policy goals. The current and new network will be visualized in GIS.
- To identify services to be offered at different levels of care and additional investment in medical equipment in PHC referral hospitals to implement the recommendations from Revised Master Plan. Prepare a complete inventory of equipment needs with technical specifications to be delivered under the HSMP.
- To develop a New Implementation Plan in accordance with the overall rationalization strategy that includes a detailed annual action plan describing on a facility level how the suggested measures shall be implemented; identifies activities, responsible parties and timelines to ensure the newly defined targets will be met without having negative impact on

quality of care; details the financial and human resources consequences at various levels (facility, local and national) as well as conditions to free up fixed costs and provide an estimate of savings from rightsizing the infrastructure.

- To develop a practical monitoring and evaluation mechanism to assess the impact of the Master Plan on sector performance.
- To train staff at the MOHSP and in health facilities on the development and implementation of the Master Plan. Promotion of the plan and steps of its implementation, progress reporting and monitoring and evaluation procedures during regular workshops with all relevant stakeholders.

The implementation of this assignment will be carried out from an international consultant firm which should have at least:

***Qualifications of the consulting company:***

The company shall have the following professional experience:

- Professional track record of projects regarding national hospital or health care service system master plan projects;
- Demonstrated experience in at least two (2) assignments of similar size and scope in the last five (5) years in the form of written evidence;
- Preferably have experience in working with an EU member state, transition countries or pre- accession countries in the area of health care reform;
- Experience in working in Albania would be an advantage.

The consultant team proposed by the company must include the following expertise, some of which may be presented by the same individual. Additional staff may be proposed by the consultant as per its methodology and judgment. Some of the professional qualifications may be possessed by the same person.

**International Team leader and health management and organization specialist:**

1. Master's degree in health management, economics, management and business administration or in the field related to the described ToR.
2. Minimum three (3) years of work experience in health care restructuring activities.
3. Minimum ten (10) years of relevant professional work experience
4. Experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage
5. Enclosed records of the experience in developing and maintaining communication with international organizations, government institutions and non-governmental organizations
6. Excellent English language skills
7. Submitted references on the successfully implemented projects similar to the described ToR.

### **Economist in the field of health or public finances:**

1. Master's degree in the field of health or public finance economics or in a field related to the described ToR;
2. Minimum three (3) years of work experience in activities related to financial and economic analysis
3. Minimum five (5) years of relevant professional work experience,
4. experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage.
5. excellent communication skills and knowledge of English are a must,
6. submitted references on the successfully implemented projects similar to this ToR.

### **Investment planning**

1. Master's degree in the field of health management, economics, management and business administration, or in an area related to the scope of this ToR;
2. Minimum three (3) years of working experience in activities related to planning public investment in health;
3. Minimum ten (10) years of relevant professional work experience.
4. Experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage.
5. Excellent communication skills and knowledge of English are a must
6. Submitted references on the successfully implemented projects similar to this ToR.

### **Hospital Planning/ Civil Engineer Expertise**

1. Master's degree in civil engineering, health management, economics, management and business administration or in an area related to the scope of this ToR;
2. Minimum three (3) years of work experience in activities related to planning and equipping the facility of a health care institutions;
3. Minimum ten (10) years of relevant professional experience;
4. Experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage;
5. Excellent communication skills and knowledge of English are a must;
6. Submitted references on the successfully implemented projects similar to this ToR.

### **Human resources planning in healthcare:**

1. Master's degree in the field of health management, economics, management and business administration or in the field that is related to the scope of this ToR;
2. Minimum five (5) years of work experience in the field of human resources management;
3. Minimum three (3) years of work experience in health restructuring activities;
4. Minimum ten (10) years of relevant work experience;
5. Experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage;
6. Excellent communication skills and knowledge of English are a must;

7. Submitted references on the successfully implemented projects similar to this ToR.

### **Management of health care institutions**

1. master's degree in the field of health management, economics, management and business administration or in the field that is related to the scope of this ToR
2. minimum three (3) years of work experience in activities related to the management of health care institutions
3. minimum ten (10) years of relevant professional work experience;
4. experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage
5. excellent communication skills and knowledge of English are a must
6. submitted references on the successfully implemented projects similar to this ToR.

### **GIS specialist**

1. University degree in Geography, Cartography and Geographic Information Systems (GIS) or another relevant degree at least at Master's level.
2. Minimum three (3) years of experience in health sector reform or in assignments of similar size and scope;
3. minimum five (5) years of relevant professional work experience,
4. Experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage.
5. Well-developed verbal and written communication skills and text processing skills as well as organization and presentation skills;
6. Good command of the English language in verbal and written communication, with the ability to present one's results in a clear and succinct manner.
7. Ability to work in a team and experience from similar projects is an advantage; Submitted references on the successfully implemented projects similar to this ToR

### **Development of communications strategy and plan for the public sector reforms**

1. master's degree in the field of communications or a field related to this ToR
2. minimum three (3) years of work experience in communication activities for public sector reforms, primarily in the health sector;
3. minimum ten (10) years of relevant professional work experience;
4. experience in similar projects in the Western Europe, Central or Eastern Europe and the Western Balkans countries is considered an advantage
5. excellent communication skills and knowledge of English are a must
6. submitted references on the successfully implemented projects similar to this ToR.

### **Local expertise**

Knowledge of the Albanian Hospital system (structure, organization, legislation, standards, history, etc.) and health information sources and stakeholders are important in each of the fields of expertise mentioned above. The consulting company should include the necessary local expertise, at least one expert for each of the identified professional areas, in its consulting proposal. The consulting team of local experts will be evaluated in the same way as the international team. The consulting company will initially propose a list of qualified local experts for the identified areas of expertise and submit their CVs for consideration by the client.

**The short listing criteria are:**

No.	Evaluation Criterion	Points
1.	Overall experience of the firm (number of years) in the field of assignment	30 points
2.	Number of assignment-related contracts completed during last three years	30 points
3.	General experience and qualification of the key personal	40 points
<b>TOTAL</b>		<b>100 points</b>

**The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's [Guidelines: Selection and Employment of Consultants by World Bank Borrowers](#) (January 2011, revised July 2014), setting forth the World Bank's policy on conflict of interest.** The consultant should be an International Consultant. The selection method to be applied is Quality and Cost Base Selection (CQBS) in accordance with the procedures set out the World Bank's Guidelines Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers" (January 2011, revised July 2014).

The assignment will be performed under a lump sum contract that will include items such as travel/air tickets, in-out airports, local transport, interpretation, per diem, and consulting fees. Contract duration is estimated to be 9 months. The estimated level input from international consultants is 385 man/day and for local consultants 170 man/days. The consultant will conduct 4 missions in Albania which will be scheduled in collaboration with the contract management team. The prospective consultant will consider registration of its entity in the Albanian Tax Department for the purpose of payment, in case of contract signature. The contract is subject of VAT taxation and the cost will include all consultant's business taxes, insurances and liabilities.

The international consultants will work closely with the local consultants, Component Coordinator, The technical working groups and Project Coordination Unit. During the assignment, the consultants are expected to travel to Tirana to meet with Government representatives at the Ministry of Health, regions, and districts, directors of health facilities, donors and World Bank staff.

Further information can be obtained at the address below during office hours 08:00 to 16:30 (Monday to Thursday) and 08:00 to 14:00 on Friday. Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **30<sup>th</sup> of November 2018 local time 16:00.**

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