



CALL FOR EXPRESSIONS OF INTEREST
(Individual Consultant Services)

Reference No. BF-WAHO-BF-515601-CS-INDV

TITLE: Recruitment of two (02) individual consultants for the evaluation of the laboratory system

1- Introduction

The West African Health Organization (WAHO) is the specialized institution of ECOWAS responsible for health issues. Its mandate is to ensure the highest level of health protection for the populations of the sub-region.

Its mandate is to provide high-quality health care to the populations of the sub-region. Communicable and noncommunicable diseases are the leading causes of morbidity and mortality in the region; therefore, disease control and epidemic prevention are among the priorities of the ECOWAS countries and are a central principle of WAHO's activities.

The West African Health Organization (WAHO) has played a leading role in strengthening health systems in the region, including laboratory systems.

The World Bank has provided grants to ECOWAS for WAHO to implement the Health Security Program (HeSP) in West and Central Africa (P179078) at the regional level.

In its regional role, WAHO is assisting Cabo Verde in recruiting two consultants to conduct a comprehensive assessment of the national laboratory system.

Cabo Verde's health system relies on an efficient and well-coordinated laboratory network to provide rapid and accurate diagnostic services. An efficient laboratory network is essential for disease surveillance, epidemic response, clinical diagnosis, and public health decision-making. Recognizing the need to assess the current capacities, gaps, and opportunities for strengthening the laboratory network, the Ministry of Health, with the support of the West African Health Organization and the World Bank, is seeking two qualified consultants to conduct a comprehensive assessment of the national laboratory system.

2- Objective

The overall objective is to assess the structure, capacity, quality, resilience, and sustainability of Cabo Verde's national laboratory system, including its alignment with international and regional standards. This assessment will enable the formulation of strategic recommendations for strengthening the system and aligning it with international standards and global health security frameworks.

3- Contract duration

The assignment will last sixty (60) working days for each consultant and will be spread over a maximum period of three (3) months from the date of signature of the contract by both parties.



4- Consultant Profile

Senior Laboratory Expert:

- Hold a master's degree in microbiology or medical laboratory science/management, public health, or clinical pathology.
- A doctorate in laboratory science, biomedical science, or public health would be an asset.
- Have at least 10 years of progressive experience in laboratory systems strengthening, management, and/or public health laboratory programs.
- Proven experience in conducting national or regional laboratory assessments using internationally recognized tools such as WHO laboratory assessment tools, SLIPTA, or other quality improvement frameworks with at least two similar assignments.
- Have solid experience in leading laboratory strengthening programs, including capacity building, infrastructure development, and quality assurance.
- Have proven experience in developing and implementing quality management systems (QMS) in clinical or public health laboratories, with evidence of accreditation (ISO 15189, WHO AFRO accreditation, etc.).
- Experience working with national health systems, ministries of health, and international organizations (WHO, CDC, ASLM, Global Fund, etc.).
- In-depth knowledge of laboratory infrastructure, equipment, supply chain management, biosafety, and biosecurity practices.
- Experience in conducting training and capacity-building workshops for laboratory staff.
- Fluency in one of the ECOWAS languages. Knowledge of a second language is an asset.

Senior Health Economist Expert:

- Master's degree in health economics, public health economics, health policy, or economics. A PhD in health economics, economics, or health policy would be an asset.
- Additional certification or training in health systems strengthening, cost-effectiveness analysis, and health financing would be desirable.
- At least 10 years of relevant experience in health economics, health financing, or cost analysis within public health systems.
- Proven experience in conducting cost analyses, cost-benefit assessments, or return on investment studies for health programs or laboratory systems.
- Knowledge of economic evaluation frameworks such as cost-benefit analysis (CBA), cost-effectiveness analysis (CEA), and cost-utility analysis (CUA).



- Experience working with ministries of health, international development agencies (WHO, World Bank, Global Fund, etc.), and donor-funded projects.
- Experience in developing economic models to assess the cost of laboratory strengthening interventions.
- Fluency in one of the ECOWAS languages. Knowledge of a second language is an asset.
- Advanced skills in economic modeling tools and software such as STATA, R, Excel-based financial models, or other relevant tools.

5 Main activities

These are described as follows:

For both experts

- Assess laboratory infrastructure and capacity.
- Review of human resources and workforce development.
- Assess laboratory quality management systems (QMS).
- Review laboratory information and data management systems.
- Assess laboratory network coordination and governance.
- Assess public health emergency preparedness.

For the senior laboratory expert

In addition to the common tasks, he/she is responsible for coordinating the mission's activities, specifically ensuring that all documentation collected is used, deliverables are drafted, and workshops are moderated.

For the senior health economist

In addition to the common tasks, he/she will specifically be responsible for analyzing the costs of identified gaps and analyzing the supply chain and equipment maintenance.

6- Content of the expression of interest

Eligible individual consultants are invited to express their interest in providing the above-mentioned services.

Interested individual consultants must provide information demonstrating that they are qualified to provide the services described above: The response to the call for expressions of interest must include:

- A letter of interest specifying the **title of the assignment and, mandatorily, the position (senior laboratory expert or senior health economist)**
- A detailed, accurate, dated, and signed resume highlighting qualifications and experience in carrying out similar assignments, as well as references for verification.
- Copies of the required academic degrees and/or certificates and attestations of satisfactory performance of assignments.



7- Selection method

The Consultant will be selected based on the Individual Consultant Selection Method in accordance with the Procurement Regulations for Borrowers Seeking Investment Project Financing (IPF), September 2025 edition.

8- Criteria for evaluating expressions of interest

Senior Laboratory Expert	SCORE	Senior Health Economist Expert	SCORE
<p>Master's degree in microbiology or medical laboratory science/management, public health, clinical pathology: 8 points Otherwise: 0 points (eliminated)</p> <p>Doctorate in laboratory science, biomedical science, or public health: 2 pts Otherwise: 0 points</p>	10	<p>Master's degree in health economics, public health economics, health policy, economics: 8 points Otherwise: 0 points (eliminated)</p> <p>Doctorate in health economics, economics, or health policy: 2 points Otherwise: 0 points</p>	10
<p>Have at least 10 years of progressive experience in laboratory systems strengthening, management, and/or public health laboratory programs</p> <ul style="list-style-type: none"> 10 years or more: 20 points Less than 10 years: 0 points 	20	<p>Have at least 10 years of relevant experience in health economics, health financing, or cost analysis within public health systems.</p> <ul style="list-style-type: none"> Greater than or equal to 10 years: 20 points; Less than 10 years: 0 points 	20
<ul style="list-style-type: none"> Similar assignments in conducting laboratory assessments in any field: 20 points at a rate of 5 points per assignment; Assignments evaluating national or regional laboratories using internationally recognized tools such as WHO laboratory assessment tools, SLIPTA, or other quality improvement frameworks, with at least two similar assignments: 10 points at a rate of 5 points per assignment 	30	<ul style="list-style-type: none"> Similar assignments involving cost analysis, profitability assessments, or return on investment studies in any field: 20 points, at a rate of 5 points per assignment Similar tasks involving cost analysis, profitability assessments, or return on investment studies for healthcare programs or laboratory systems: 10 points, at a rate of 5 points per task 	30
<ul style="list-style-type: none"> Assignments related to laboratory strengthening, including capacity building, infrastructure development, and laboratory quality assurance: 10 points at a rate of 5 points per assignment for a maximum of two assignments 	10	<ul style="list-style-type: none"> Assignments related to the development of economic models to assess the cost of laboratory strengthening interventions: 10 points at a rate of 5 points per assignment for a maximum of two assignments. 	10
<ul style="list-style-type: none"> Assignments related to the development and implementation of quality management systems (QMS) in clinical or public health laboratories, with proof of accreditation (ISO 15189, WHO AFRO accreditation, etc.): 10 points at a rate of 5 points 	10	<ul style="list-style-type: none"> Assignments related to the development of economic models to assess the cost of laboratory strengthening interventions: 10 points at a rate of 5 points per assignment for a maximum of two assignments 	10



per assignment for a maximum of two assignments.			
<ul style="list-style-type: none"> Experience working with national health systems, ministries of health, and international organizations (WHO, CDC, ASLM, Global Fund, etc.): 10 points per experience for a maximum of one assignment. 	10	<ul style="list-style-type: none"> Experience working with ministries of health, international development agencies (WHO, World Bank, Global Fund, etc.) and donor-funded projects: 10 points per experience for a maximum of one assignment. 	10
<ul style="list-style-type: none"> Proficiency in one of the ECOWAS languages with knowledge of a second ECOWAS language. 	10	<ul style="list-style-type: none"> Proficiency in one of the ECOWAS languages with knowledge of the second ECOWAS language 	10
Total	100	Total	100
<p>In the event of a tie, preference will be given to the consultant who has:</p> <ul style="list-style-type: none"> For the senior laboratory expert: more assignments in conducting mission laboratory evaluations; For the principal health economist: more assignments conducting cost analyses, profitability assessments, or return on investment studies. <p>An individual consultant may apply for both positions but will only be selected for one position.</p>			

9- Information, deadline, and address for submitting applications

Interested individual consultants may also obtain additional information on the reference documents at the email address below, during working hours from Monday to Friday, 8:00 a.m. to 4:00 p.m., at: procurement@diffusion.wahooas.org with a copy to mcoulibaly@prj.wahooas.org

This notice will be published on the WAHO website (<https://data.wahooas.org/tenders/tenders/list>) and the ECOWAS website, by the WAHO focal points in each of the 15 countries (websites of the ministries responsible for health).

Interested parties can access and download the terms of reference and the call for expressions of interest on the WAHO website at the following address: <https://data.wahooas.org/tenders/tenders/list>

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

The deadline for receipt of expressions of interest is **January 7, 2026, at 12:00 p.m. GMT.**

WAHO will not be responsible for any costs or expenses incurred by the individual consultant in preparing or submitting the expression of interest.

Dr. Melchior Athanase J. C. AISSI
Director General