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(pdf format only)

Position: State Nutrition Consultant – National Health Mission (NHM)

Employing Agency (Employer): Inductus Limited

Duration of the contract: 11 months (Initial contract will be issued till 31st May 2025) Further extendable till 31-Dec-2025

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 (ONE)

Duty Station: Kolkata

Reporting Line:

1. Administrative Supervision- Inductus Limited
2. Technical Supervision: I/C DADHS (CH), Department of H&FW, GoWB
3. Last Date for Application: 24th January 2025 (Mid-Night)

TERMS OF REFERENCE (TOR)

4. BACKGROUND / RATIONALE:

The Joint GoWB-UN ORGANISATION Work-plan 2025–2027 for nutrition envisages to support the government-led nutrition programming for universal and equitable coverage of essential nutrition interventions for women, infants and young children 0-23 months and adolescent girls. The key priorities have been to improve timely and early detection of growth failure in young children and pregnant women with focus on screening and linking to quality counselling, promotion of early and exclusive breastfeeding, and integrated care of children suffering from Severe Acute Malnutrition (SAM) through both community- and facility-based approaches and provisions.

Improving coverage, intensity, and quality of nutrition interventions and ensuring continuity for desired impact requires technical support for planning, implementation, and monitoring at the state level within the framework of National Health Mission (NHM). Improved nutrition outcomes shall involve establishing close collaboration between various departments – DH&FW,

DWCD&SW, Department of Food & Supplies, and the overarching body of the National Health Mission.

The State Nutrition Consultant will provide technical advice, assistance, and facilitation to the state government for effective planning and implementation of the Home-based Nutrition and Care (HBNC) of infants and children through strengthening of Home-Based Young Child (HBYC) and Mothers' Absolute Affection (MAA) programmes for prevention of early growth faltering and managing Low Birth Weight (LBW) and at-risk infants. The focus will be to promote a comprehensive approach to reduce severe acute malnutrition through strengthening of the monitoring and supervision of Facility-based management of Severe Acute Malnutrition (F-SAM) and link with the Community-based management of Severe Acute Malnutrition (C-SAM) in the state.

5. PURPOSE OF ASSIGNMENT:

A state-based consultant placed in the Dept. of Health & Family Welfare, GoWB for strengthening of the monitoring, supportive supervision, and review mechanisms for implementation of HBYC, HBNC and MAA programmes and to improve counselling on IYCF. The consultant will support implementation of facility and community-based management of SAM among children (6-59 months) and improved care of infants (girls and boys) at risk of poor growth and development (including low-birth-weight infants, SNCU graduates and wasting in children under six months).

6. PROGRAMME AREA AND SPECIFIC PROJECT AREA

Outcome: Young children, adolescents, and pregnant and breastfeeding women, especially the most vulnerable, have access to and utilize gender-responsive and quality nutrition interventions and adopt healthy diets and nutritional care practices.

7. OBJECTIVE/S: To facilitate and support the Department of Health and Family Welfare (DH&FW), GoWB on the following areas:

- a) PIP budgeting and analysis of any gaps.
- b) Strengthening of MAA programme at the facility and Community level.
- c) Support in contextualization of new guidelines for Home based care.
- d) Strengthening of monitoring and supervision of F-SAM and C-SAM according to updated guidelines and protocols.
- e) Support data analysis, programme review, and biannual reviews.
- f) Support evidence generation and documentation on best practices.

8. MAJOR TASKS TO BE ACCOMPLISHED

- a) **Budget analysis and Planning,**
 - Sub Activities: Conduct a gap analysis of funds allocated for nutrition intervention. Presentation on the analysis and Inclusion of gap areas in NHM PIP.
- b) Support strengthening of home-based care.
 - Sub activities: contextualization of new guidelines and its roll out, supportive supervision and monitoring, data analysis of IYCF and programme review.
- c) **Strengthen supportive supervision and monitoring of Facility and Community based management of acute malnutrition.**

- Sub Activities: supporting strengthening mentors' group. Strengthen monitoring / supportive supervision and data validation mechanism and use of monitoring data for review and programme action, capacity building and documentation of best practices.

d) Support Identification and management of high- risk U-6 months infants at facility and community level.

e) Support evidence generation and documentation for management of early growth faltering and SAM Management

- i. Sub Activities: Support in documentation and evidence generation for facility and community level management of SAM.

9. DELIVERABLES AND DEADLINES

SI No	Major Task	Deliverables	Specific delivery dates / deadline for completion of deliverable	Estimated travel required for completion of deliverable
1	Conduct a financial gap analysis for Child nutrition intervention in PIP	Gap analysis Excel sheet and Presentations	February 2025	0
	Monitoring and supervision for FSAM and collocated delivery points for early initiation of breastfeeding monitoring of HBNC and HBYC programmes.	Report of the monitoring visit	February 2025	3 days
	Support in PIP preparation, ensure inclusion of activities related to F-SAM, MAA & micronutrient supplementation within NHM PIPs	Final Programme implementation Plan (PIP)	February 2025	-
	Support in implementation of deworming round	Report	February 2025	
2	Contextualization of new guidelines for Home based care	Contextualized Guidelines	March 2025	-
	Adaption of aids and material as needed	Aids	March 2025	-
3	Compilation and analysis of quarterly report for MAA & FSAM, HBYC	Analytical Report	April 2025	-
	Support DHFW for quarterly review of NRCs, MAA, HBYC, HBNC	Presentation and minutes of meeting	April 2025	
	Translation of counselling module for NRC	Final translated copy of module	April 2025	
4	Field visit to districts for monitoring of HBYC, FSAM and Home visit by	Field visit report	May 2025	4 days

	ASHA for improving complementary feeding & ECD			
	Analysis of mentors visit Report and mentors review meeting	Analysis and Reporting	May 2025	-
5	Develop proposal for evidence generation on prevention & management of SAM in under six months & in children 6-59 months in select districts as per state discretion	Detailed Proposal	June 2025	0
	Develop a monitoring and supervision checklist for management of children at risk	Supervision checklist	June 2025	0
	Supervision and data validation for MAA, HBYC	Field visit report	June 2025	3 days
6	Field visit to document feasibility of implementation of prevention and management of Early growth faltering in one district	Field visit report	July 2025	4 days
	Compilation and analysis of quarterly report for MAA & FSAM, HBYC	Analytical reports	July 2025	0
	Support state level review of HBYC, MAA and HBNC	Presentations and minutes of meeting	July 2025	0
7	Support in implementation of Deworming round	Orientation report	Aug 2025	0
8	Monitor the community level implementation of MAA, Mothers' Meeting by ASHA and documentation	Status report and documentation	Aug 2025	3 days
	Refresher Training of HBYC revised guidelines	Training Report	Aug 2025	0
9	Monitoring and supervision of selected NRCs where children below 6 months are admitted	Report & documentation of management of children below 6 months	September 2025	3 days
	Training on revised FSAM guideline	Training report	Sept 2025	0
	Support supplementary PIP submission	PIP	Sept 2025	0
10	Compilation of Quarterly reports & year end reports on MAA, NRCs, etc	Quarterly reports	Oct 2025	0
	Support state level review of HBYC, MAA and HBNC	Presentations and minutes of meeting	Oct 2025	0
11	Orientation of resource & mentors' group	Training report	Nov 2025	0

	Support evidence generation implementation	Field visit report	Nov 2025	4days
12	Field visit for MAA, HBYC and HBNC and FSAM	Monitoring report and feedback	Dec 2025	3 days
	Document case studies	Documentation	Dec 2025	-
	Yearend reporting	Report	Dec 2025	-

10. DUTY STATION: Dept of Health and Family Welfare Go West Bengal, Kolkata

11. SUPERVISOR: I/C DADHS (CH), Department of H&FW, GoWB

12. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION): Across the State as per need. Out of state travel to be taken occasionally after special approval from Supervisor (2) Two trips per month.

13. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

- **Education:** Master's degree in Nutrition or Public Health Nutrition or Public Health (*Only regular college qualified applicants will be considered with relevant experience. Remote certification / correspondence need not apply*)
- **Work Experience: Essential:**
 - A minimum of (2) two years of relevant professional work experience, preferably, well versed with facility and community-based implementation of infant and young Child feeding and management of acute malnutrition or as State Nutrition Consultant.
 - Good technical knowledge of Home-based care of infants and children, IYCF, F-SAM, C-MAM & micro-nutrient deficiencies
- **Desirable:**
 - Experience of working with government departments, coordination with State and district level authorities is desirable.
 - Previous experience of multi sector coordination (DHFV, DWCD&SW, Education, P&RD, etc.) will be preferred.
 - Good data analysis and interpretation skills Excellent communication and documentation skills. Proficiency in computers (MS applications) shall be given preference.
- **Language Proficiency:** Fluency in written and spoken English and Bengali is essential.

14. PAYMENT SCHEDULE: Monthly professional fees shall be paid linked to deliverables as outlined above will paid on approval from the concerned authorities