

## **REQUEST FOR EXPRESSIONS OF INTEREST (Consultant Services – Individual Consultant)**

**Country:** Republic of Kosovo

**Project Name:** Kosovo Comprehensive Approach to Health System Strengthening (KOMPAS)

**Loan No.:** IDA 75410

**Assignment Title:** Health Specialist

**Reference No.:** TBD

**Issued on:** 28 May 2026

### **Background**

The Government of Kosovo has received financing from the World Bank toward the cost of the Kosovo Comprehensive Approach to Health System Strengthening Project (KOMPAS) and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include provision of technical expertise to support public health functions, Pandemic Preparedness and Response (PPR) activities financed under KOMPAS and the Pandemic Fund, and related health system strengthening interventions. The Consultant will support the design, implementation, coordination, monitoring, and reporting of activities in line with Ministry of Health priorities and World Bank requirements.

The assignment is expected to commence in June 2026, with the exact start date to be confirmed upon contract signature, and continue until December 31, 2026, with the possibility of extension.

The detailed Terms of Reference (TOR) for the assignment are attached to this Request for Expressions of Interest.

The Ministry of Health now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Services. Interested candidates should submit:

- A Letter of Expression of Interest
- A detailed Curriculum Vitae (CV)
- Copies of diplomas and relevant certifications
- References for similar assignments (if available)

### **Selection Method**

The Consultant will be selected in accordance with the Individual Consultants (IC) method set out in the World Bank Procurement Regulations for IPF Borrowers.

### **Qualifications and Experience Requirements**

The Consultant shall meet the following minimum qualifications:

- Graduate/Science degree in Medicine, Public Health fields, Psychology, Social Sciences, or related fields;
- At least 7 years of work experience in the health sector. Experience in public sector governmental setting is strongly desired;
- At least 2 years of relevant work experience in coordination of large-scale projects or project management,

- Proven reporting skills (samples of the reports may be requested);
- Excellent command of spoken and written Albanian and English languages;
- Excellent communication and team working skills;
- Basic computer skills and knowledge of MS Office applications;
- Experience and/or knowledge with World Bank funded projects and/or other projects financed by international donors is an advantage;
- Experience and/or knowledge in monitoring and evaluation is an advantage.

The attention of interested Consultants is drawn to paragraphs 3.14, 3.16, and 3.17 of the World Bank Procurement Regulations for IPF Borrowers, setting forth the World Bank's policy on conflict of interest.

Further information can be obtained at the address below during office hours 09:00 to 16:00.

Expressions of Interest must be delivered electronically (by e-mail) to the address below no later than 11 June 2026 at 2:00 PM local time. Expressions of Interest received after the deadline will not be considered.

**Ministry of Health**

Project Coordination Unit Kosovo Comprehensive Approach to Health System Strengthening (KOMPAS)

Pristina, Kosovo

Attn: Fanol Duli, Project Coordinator

Email: [fanol.duli@rks-gov.net](mailto:fanol.duli@rks-gov.net)

CC: Blerim Çerkini, Procurement Specialist

Email: [blerim.cerkini@rks-gov.net](mailto:blerim.cerkini@rks-gov.net)

## TERMS OF REFERENCE

**Country: Kosovo**

**World Bank Loan/Credit Name: Kosovo Comprehensive Approach to Health System Strengthening- KOMPAS**

**Project ID: P179831**

**Ref. No.: TBD**

**Assignment name: Health Specialist**

### Background

Referring to the Financing Agreement between the Republic of Kosovo and the International Development Association for the Kosovo Comprehensive Approach to Health System Strengthening Project (KOMPAS), the KOMPAS Project (P179831) was approved on 07 May, 2024. The Project Development Objective (PDO) is to strengthen institutional capacity and governance for quality of care in the Kosovo health system.

The following are the components of the project:

#### **Component 1: Strengthening key health system building blocks for Quality of Care (QoC)**

The objective of this component is to support aspects of public health/Pandemic Preparedness and Response (PPR), service delivery, and health financing (strategic purchasing), that will help unblock the bottlenecks in the structural and process of care. This component will include three sub-components, outlined below:

**Subcomponent 1.1 Improving service delivery.** This subcomponent is aligned with the strategic objectives of the forthcoming Health Sector Strategy for 2023-2030 and builds on the recommendations of the recent World Bank's report highlighting the quality aspect of noncommunicable diseases (NCD) management in Kosovo.

**Subcomponent 1.2 Developing and implementing strategic purchasing for quality.** This subcomponent will support the development and implementation of key strategic purchasing elements which are not in place in Kosovo but are critical for both structural and process aspects of quality care.

**Subcomponent 1.3 Strengthening public health and PPR.** This subcomponent will build on activities carried out under the Kosovo Emergency COVID-19 Response Project (P173819) in the areas of PPR. It will support key areas of the Action Plan of the National Program on Communicable Diseases (2022) and the Action Plan for HCWM (2023).

**Component 2: Developing an Integrated Health Information System (IHIS):** The objective of this component is to support the design, development, and implementation of an integrated digital health ecosystem that is critical for the functioning of the entire health system. The foundational

and key strategic IHIS building blocks will set the digitized health data environment to support health service delivery and decision-making.

This activity is informed by the “Kosovo eHealth Feasibility Study,” which was completed under the Kosovo Emergency COVID-19 Project (P173819). The planned system will include Primary Health Care (PHC) facilities and hospitals, as well as laboratories and the National Institute of Public Health (NIPH), and will allow for the seamless transmission and sharing of health information among all authorized individuals. Based on globally recognized best practices and experience with previous health information systems development in Kosovo, the approach will be to not build one monolithic system but rather an ecosystem of cooperating information systems built on common governance, standardization, and technical foundational building blocks. Such a system will also require robust patient confidentiality and data privacy protocols to ensure that only authorized users can access patient data.

This component will include three sub-components, outlined below:

**Subcomponent 2.1: Establishing foundational building blocks of IHIS.** This subcomponent will support the establishment of critical elements of foundational environment (Enterprise Architecture) for digital health systems implementation, including: (i) the legal and regulatory framework for transformed health services delivery through digital systems utilization; (ii) the assessment and design of Master Data Management standards and systems, such as foundational registries and common coding and classification systems; (iii) design and implementation of the Health Information Exchange services; and (iv) upgrade of hardware platforms on central locations and in health facilities.

**Subcomponent 2.2: Digital health support for improvement in QoC.** Implementation of Component 1 will require finalization of the implementation and upgrade of the basic health information system (BHIS). Currently, the BHIS is not fully implemented in all Primary Health Care (PHC) facilities and with full functionality. This subcomponent will support: (i) rolling out the BHIS to all PHC facilities (including finalization of patient empanelment and zoning); (ii) upgrading the BHIS functions (automatic update of codes from key registries and allowing dashboard and smart reporting on facility level); and (iii) upgrading the integration with eReferrals system and introduction of eAppointments.

**Subcomponent 2.3: Implementation of IHIS strategic systems.** The eHealth Feasibility Study envisages full digitalization of the health sector in Kosovo to improve the effectiveness and efficiency of service delivery, clinical decision support, health financing, pandemic preparedness and public health functions, supply chain for pharmaceuticals and nutraceuticals, health workforce management, and health system management and policy making.

**Component 3: Project Management, Monitoring, and Evaluation:** The objective of this component is to support overall project administration, including project management, fiduciary functions (procurement, financial management (FM)), monitoring and evaluation, environmental and social compliance, and regular monitoring of and reporting on project implementation. The component will finance consulting services, including consultants to staff the Project Coordination Unit (PCU), as well as office equipment, training, audits, filing systems, and operating costs.

In parallel to the KOMPAS Project, the Ministry of Health is implementing activities financed by the Pandemic Fund (PF), which support strengthening pandemic prevention, preparedness, and response (PPR) capacities through a One Health approach. These activities are implemented in

coordination with relevant national institutions and contribute to improving surveillance, laboratory systems, and emergency response capacities. The Monitoring and Evaluation Specialist will also support tracking and reporting of PF-related activities, ensuring alignment with KOMPAS M&E arrangements

### **Objective of the Assignment**

The objective of this assignment is to provide technical health expertise to support the design, implementation, monitoring, and reporting of KOMPAS and Pandemic Fund - financed PPR activities, ensuring coherence with national health strategies, Ministry of Health (MoH) requirements, and international best practices.

### **Scope of Work and Key Responsibilities**

Under the supervision and guidance of the Project Coordination Unit (PCU), the Health Specialist will be responsible for the following tasks:

- Provide technical input on public health functions, including disease prevention, surveillance, population-based interventions, and health promotion
- Support alignment of public health interventions with broader health system strengthening objectives under KOMPAS
- Advise on integration of public health priorities into service delivery reforms, including linkages between public health, primary care, and hospitals
- Provide technical support to the PIU and MoH overall for implementation of Pandemic Fund - financed PPR activities
- Support the application of a One Health approach, as relevant to project activities
- Provide technical inputs for related hospital investment activities and ensure their alignment with MoH's priorities
- Contribute to development or review of technical notes and reform proposals related to hospital networks and quality improvement
- Contribute to development or review of terms of references (ToRs), concept notes, proposals, or relevant material related to PPR and Pandemic Fund activities
- Facilitate technical coordination between national counterparts, implementing entities, development partners, and the World Bank team on PPR related activities under KOMPAS and Pandemic Fund
- Support Pandemic Fund activity monitoring and reporting, including inputs to Results Framework indicators, including PPR activities under KOMPAS
- Provide briefs and reports related to project activities and results for MoH and PCU
- Other relevant tasks as assigned by the PCU and MOH

### **V. Qualifications**

- Graduate/Science degree in Medicine, Public Health fields, Psychology, Social Sciences, or related fields;
- At least 7 years of work experience in the health sector. Experience in public sector governmental setting is strongly desired;

- At least 2 years of relevant work experience in coordination of large-scale projects or project management,
- Proven reporting skills (samples of the reports may be requested);
- Excellent command of spoken and written Albanian and English languages;
- Excellent communication and team working skills;
- Basic computer skills and knowledge of MS Office applications;
- Experience and/or knowledge with World Bank funded projects and/or other projects financed by international donors is an advantage;
- Experience and/or knowledge in monitoring and evaluation is an advantage.

### **Duration, Level of effort and Payment**

The Consultant will work on a full-time basis. The assignment is planned to start June, 15, 2026 and continue until December 31, 2026 with possibility of extension.

The Consultant will be paid monthly at a rate agreed upon prior to contract signature. All terms and conditions will be detailed in the consultant contract. The contract will follow the Standard World Bank Time-Based contract format.

### **Governance and reporting arrangements**

The Consultant will report to the General Secretary and the Minister of Health, through the Project Coordination Unit (PCU). S/he will work in close coordination with relevant stakeholders, including the University Clinical Center of Kosovo (UCCCK), National Institute of Public Health (NIPH), and other relevant implementing teams.

The Consultant will prepare and submit monthly reports covering activities implemented under both the KOMPAS and the Pandemic Fund, in line with the agreed scope of work.

### **Client Contribution**

Consultant will be based and work in the MoH premises in Prishtina. The MoH will provide office space and equipment required.

### **Selection process**

Experienced and qualified individuals will be selected in accordance with the World Bank's Procurement Regulations for IPF Borrowers ("the Regulations"), September 2023, based on an open call for Individual Consultants (IC) Selection.

The consultant will be selected based on:

- General qualifications (education, language, communication and computer skills) – 30%
- Relevant professional experience in the health sector and project coordination – 40%
- Experience in similar assignments/projects, including government institutions and donor-funded projects – 30%