



## Sr. Health Economics + Policy Analysis Consultant SOW (Accra, Ghana)

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[Results for Development \(R4D\)](#) is a leading non-profit global development partner. We collaborate with change agents around the world — government officials, civil society leaders and social innovators — to create strong systems that support healthy, educated people. We help our partners move from knowing their goal to knowing how to reach it. We combine global expertise in health, education and nutrition with analytic rigor, practical support for decision-making and implementation and access to peer problem-solving networks. Together with our partners, we build self-sustaining systems that serve everyone and deliver lasting results. Then we share what we learn so others can achieve results for development, too.

### Project Background

R4D is supporting the Government of Ghana in the design and early implementation planning of a universal Free Primary Health Care (PHC) policy targeted for rollout in early 2026. The policy aims to define a nationally standardized PHC benefits package delivered at no cost at the point of service, including essential medicines, and to align provider payment mechanisms and service delivery arrangements to ensure equitable access, quality, and financial sustainability. Building on Ghana's rich body of existing data and analyses—including NHIS claims data, the Health Promotion and Prevention Benefits Package (HPPBP) costing work, PHC network assessments, and supply chain studies, this engagement will provide targeted analytical support to address critical evidence gaps needed for rapid policy finalization.

### Opportunity

The Sr. Health Economics and Policy Analysis Consultant will conduct targeted analytics to inform the design of Ghana's Free PHC policy, with a focus on medicines coverage, provider payment mechanisms, and budget impact analysis. The consultant will lead the analytical work, working in collaboration with other research support resources engaged for this work as needed. The consultant will work closely with R4D, government counterparts, and relevant local stakeholders to ensure analyses are policy-relevant, technically robust, and feasible within Ghana's health system context.

The consultant is expected to be based in Accra, Ghana, and the estimated period of performance is January 5, 2026, through May 31, 2026. This consultancy is expected to require a maximum of 40 days of work throughout the period of performance.

### Key Responsibilities

- Leading analytical work to inform the selection of essential medicines aligned with priority PHC conditions to be included in the Free PHC benefits package, through 1) analysis/synthesizing of existing medicines expenditure and utilization data sources, including NHIS claims and utilization data, burden of disease data, PHC service delivery guidelines, SDI survey data, and 2) facilitating a stakeholder prioritization process to determine the initial medicines list that considers population health impact, equity, cost-effectiveness, and budget impact.
- Conducting assessment of provider payment options for PHC services and medicines, including 1) conducting a literature review to outline options for paying providers for PHC, with a focus on medicines, summarizing pros/cons from global experience, including incentives and provider behavioral responses and 2) a simulation and budget impact analysis of options (continued fee-for-service, capitation, blended payment).



# RESULTS FOR DEVELOPMENT

- Assessing medicines supply chain readiness by 1) synthesizing available analysis of the supply chain and financing of essential medicines and products in Ghana and identifying key points of alignment that need to be urgently addressed and 2) developing a set of options for forecasting and ensuring availability of the medicines included in the free PHC package (e.g. recapitalization of central medical stores to clear arrears and ensure adequate stocks in advance of implementation of the free PHC policy).
- Designing and conducting budget impact analyses of the Free PHC package, including medicines, and the provider payment model and payment rates by 1) developing a methodology and conducting sensitivity and distributional analyses to assess financial risk and implications for the NHIA, providers, and different facility types and geographic contexts and 2) supporting structured stakeholder engagement processes to validate assumptions and facilitate evidence-informed decision making.
- Producing clear, concise analytical outputs, including policy briefs, technical memos, and presentations, tailored to the needs of senior policymakers and technical stakeholders.
- Leading technical engagement with government and key stakeholders, including presentation of findings, facilitation of evidence-informed discussions, and support to policy decision making.
- Attending regular check-ins with the R4D project team (e.g., weekly or as requested).
- Other responsibilities as mutually agreed upon between the consultant and the R4D team.

## Deliverables

The consultant will work in close collaboration with the R4D team throughout the period of performance and will be expected to contribute to project deliverables, including:

- Validated list of priority PHC conditions for medicines coverage
- Policy brief outlining options for provider payment for medicines and pros/cons from global experience
- Short report synthesizing available analysis of the supply chain and financing of essential medicines and products in Ghana and set of options for forecasting and ensuring availability of the medicines included in the free PHC package
- Budget impact analysis for different scenarios of the PHC package, medicines list, and provider payment method/rates (Excel tool + accompanying PowerPoint presentation)

## Qualifications

- Based in Accra, Ghana, with the ability to engage regularly in person with government counterparts and stakeholders.
- Advanced degree (PhD or Master's) in health economics, economics, public health, or a closely related field, with strong formal training in applied health economics and health financing analysis.
- 15+ years of professional experience in health economics, health financing, and policy-relevant analytics, with a strong track record of applied research and technical advisory work in Ghana and comparable settings.
- Demonstrated experience leading or coordinating multi-disciplinary analytical teams and delivering integrated policy-relevant outputs under tight timelines.
- Demonstrated experience supporting national health benefit package design, costing, and priority-setting processes in Ghana, including contribution to or close engagement with the Health Promotion and Prevention Benefits Package (HPPBP) costing and related NHIS analytical work.
- Proven expertise in budget impact analysis, costing, and expenditure analysis using routine administrative data, including insurance claims and health accounts data, to inform policy and financing decisions.
- Strong familiarity with Ghana's National Health Insurance Scheme, including provider payment



mechanisms, medicines reimbursement, and the interface between health financing policy and service delivery at primary care level.

- Experience supporting policy dialogue and decision-making through clear analytical products, policy briefs, and presentations tailored to senior government and technical audiences.
- Demonstrated experience teaching, coaching, or mentoring policymakers, researchers, or junior analysts in applied health economics, health financing, and evidence-informed health policy.
- Excellent written and verbal communication skills, with the ability to translate complex technical analysis into practical, actionable insights for policy implementation.