



## Scope of Work Senior Country Researcher- Consultant (Based in Uganda)

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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.

### **Program**

Realistic health system design and planning aims to ensure that available resources, including financing, infrastructure, human resources, and medicines and other health products, are effectively used to advance primary health care (PHC) goals and achieve sustainable improvements in health outcomes. In 2025, R4D, with support from the Gates Foundation, conducted a cross-country landscaping analysis to examine how health system design, planning, and budgeting are carried out in different contexts. The objective was to generate actionable insights that can inform more effective and realistic approaches to planning and implementation.

This analysis showed that achieving meaningful and sustained health system transformation requires moving beyond short-term resource optimization toward a more dynamic, adaptive, and long-term approach. Under this framing, country leaders strategically allocate resources based on prioritized population needs and make incremental progress toward a longer-term vision through policy and institutional reforms that gradually ease immediate constraints.

Building on these findings, R4D, with support from the Gates Foundation, will deepen its work to refine the concept and operational enablers of realistic health system design and planning for PHC. The next phase will focus on developing and testing practical tools and approaches that countries can adapt to strengthen planning and implementation capacity while addressing gender inequities within health systems.

### **Opportunity**

The country researcher will lead the development of a case study on health system design and planning in Uganda. The work will include a focused desk review of relevant policy and planning documents and targeted key informant interviews (KIIs) with senior officials and experts involved in major health sector reforms over the past ~15 years.

The purpose is to document and analyze a recent planning or reform process in Uganda and to validate and deepen understanding of key enabling factors identified in the earlier phase of this research. Through literature synthesis and KIIs, the researcher will assess how policy design and planning processes were structured, how decisions were made, and which institutional, financial, and political dynamics contributed to feasible and effective reform.

Interviews will be recorded and transcribed (if consent is given) using software facilitated by R4D. The researcher will adapt KII guides, conduct interviews, synthesize findings, and contribute to the development of a structured country case study.

**This is a remote consultancy starting March 9, 2026. The estimated period of performance is 3 months (March – May 2026) with most of the work to be completed by end of April.**

### **Responsibilities**

- Review overall scope and objectives and carefully familiarize yourself with the framework developed in the first phase of the work, guiding the case study.



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- Conduct a focused desk review of relevant national policy documents, sector strategies, reform plans, evaluations, and academic and gray literature related to the selected reform in Uganda.
- Prepare a brief desk review summary using a synthesis template highlighting: (i) key policy reforms and planning processes, (ii) institutional and governance arrangements, and (iii) initial hypotheses regarding enabling factors to be validated through KIIs.
- Adapt the standard key informant interview guides to reflect the country context, prioritize validation of key enabling factors, and tailor for each respondent type
- Identify and prioritize senior-level key informants directly involved in the reform or planning process and facilitate outreach and scheduling.
- Conduct 5-6 key informant interviews and use transcription and translation software (as needed) to generate written transcriptions in English
- Review transcripts for accuracy and prepare concise analytic summaries of each interview, highlighting key insights, clarifications, and any refinements or additional enabling factors identified.
- Synthesize findings across the desk review and KIIs and provide structured inputs to the case study synthesis template provided by R4D.
- Review and provide comments on the draft case study slide deck prepared by R4D.
- Attend check-ins with the R4D team, as requested.
- Other responsibilities as mutually agreed upon between the consultant and the R4D team.

## **Milestone and Payments**

The consultant will be compensated upon receipt of each deliverable outlined below. Deliverables must be delivered and fully approved by R4D to receive payments.

<b>Deliverable</b>	<b>Due Date</b>	
1. Desk review summary/inputs into synthesis template (5–7 pages max) and adapted KII guides	Within first 3 weeks of contract	
2. Completed interviews (5-6 total), cleaned transcripts, and concise analytic summaries	Rolling submission; completed by April 2026	
3. Structured inputs to case study synthesis template and comments on R4D-prepared draft slide deck	May 2026	

## **Qualifications:**

- 8–10+ years of relevant work experience in health systems research, policy development, or national health sector reform in Uganda.
- Based in Uganda
- Demonstrated experience (employment or consultancies) working in health systems in collaboration with senior/executive-level government representatives and donors
- Strong in-country networks among policymakers and health sector stakeholders are preferred.
- Demonstrated experience conducting desk-based policy reviews and qualitative research, including key informant interviews.
- Excellent verbal and written communication skills
- Professional fluency in English

## **Application Requirements**



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Please submit your cover letter and CV outlining your relevant work experience. Your application must clearly demonstrate that you are based in Uganda to complete this work. Please include your required total payment for this work in your application.