

## Action for Global Health Internship Programme Development Consultancy

### Terms of Reference

Action for Global Health (AfGH) is an influential membership network, convening more than 50 organisations working in global health, including non-government organisations (NGOs), consortia, networks, charities, private foundations, research institutions, private development consultancies and advocacy organisations.

As a UK-based network advocating on health issues affecting low- and middle-income countries (LMICs), our new strategic approach includes how the network will meaningfully engage and collaborate with people with lived experience of health inequities and civil society organisations (CSOs) based in LMICs across all of AfGH's work.

#### **Introduction:**

Action for Global Health (AfGH) is seeking a consultant to scope, research and develop an internship programme for AfGH for students, graduates and post-graduates, practitioners in the area of public health and people with lived experience of health inequities living and/or working in lower and middle income countries (LMICs).

In line with our [2022-2025 strategy](#) commitment to expand our network membership, AfGH would like to offer an internship opportunity to candidates in LMICs to broaden representation and opportunity within our network. AfGH does not currently offer an internship and we plan to secure funding for an internship programme as part of the findings and outputs of this consultancy.

#### **Project Objectives and Outputs:**

- To scope existing internship opportunities and programmes offered by UK based organisations working in global public health and summarise their eligibility criteria, recruitment process, remuneration and expenses, length of internship, management and supervision of interns, intern feedback/ experience and intern follow up and / or retention
- Brief review of internship opportunities offered by non-UK based organisations/ international bodies for candidates from LMICs
- To identify aspects of internship programmes (through desk-based reviews and interviews with key informants/ appropriate contact points in global public health organizations, student bodies and universities in both UK and LMIC countries) that can negatively affect access to opportunities and equity between potential candidates, eg. location, remuneration etc.
- To summarise the key areas of existing internship programmes and opportunities that may lead to inequitable access to opportunities

- To develop key features of a future AfGH internship programme based on scoping outputs and best practice learnings (through a brief literature and web-based search review and findings from key informants as above ) including; ideal internship length, remote internship with AfGH vs co-hosted internship with a local partner, level or remuneration, management and supervision set up, formal certification opportunities
- To identify funders for an AfGH internship programme and develop a draft funding proposal for an AfGH internship programme

### **Detailed Overview:**

Internships are a valuable opportunity for those working in global public health or interested in a career in global public health to gain experience in a sector which can be difficult to 'break in to'. As a global health network based in the UK, our 2022-2025 strategy has a strong focus on broadening our network membership to include organisations from lower and middle income countries. Our initial scoping of internships suggests that there are very limited opportunities for paid internships for candidates from LMICs to intern with a UK or higher income country-based organisation in the global public health space.

AfGH will work with a consultant to further explore the global public health internship landscape in the UK through exploratory research with AfGH members and other global public health organisations and couple this with relevant web-based reviews and key informant feedback to develop the core features of an AfGH internship programme.

### **Current internship landscape**

- Web-based review of current AfGH members offering internship programmes and summary outline of these programmes
- Web-based review of other UK based and HIC based 9 (including international bodies like WHO) global public health organisations offering internship programmes and summary outline of these programme
- 2-3 Interviews with present or past interns in the above programmes on their experience
- 2-3 interviews with supervisors/ managers/ HR teams involved in internship programmes
- Exploratory chat with Association of Commonwealth Universities

### **Developing AFGH internship programme**

- 1-2 interviews with practitioners working in diversity, equity and inclusion with an interest in broadening partnerships with LMIC organisations and internship opportunities
- Scoping on structure of internship partnerships with local partners in LMICs through AfGH member offices or universities including hosting fees, use of facilities and shared supervision

- Fair remuneration (universal global rate) for interns with a view to minimising potential disruption to local partners
- Ideal internship length and start dates according to existing academic calendars

#### **Developing funding proposal for AfGH internship programme**

- Using the above to develop/write a funding proposal for an AfGH internship
- Approximate costing of internship programme
- Identifying potential funders

#### **Associated Reports/Briefings (that may be helpful):**

- AFGH internal discussions and member feedback on internships (to be provided upon appointment)
- AFGH [2022-2025 Strategy](#) (2022)
- AfGH [Health Equity Principles](#)

#### **Length of consultancy/project and rates**

5-7 days from September to mid-November 2023

Please detail your day rate/ rates in your application

#### **Timeline and key steps (August-November 2023):**

*The below timeline and key steps should be viewed as guidance and can be further discussed and refined with the appointed consultant.*

- By 11<sup>th</sup> September: Consultant appointed
- By 13<sup>th</sup> September: Debriefing by AfGH lead on internship programmes
- 20<sup>th</sup> September: Check in on progress of current internship landscape
- 27<sup>th</sup> September: Check in on progress of developing AfGH internship programme
- 11<sup>th</sup> October: Check in on progress on developing funding proposal for AfGH internship programme
- 30<sup>th</sup> October: Review of all findings and feedback
- 15<sup>th</sup> November: Completion of all consultancy outputs
- **Expressions of Interest: Submitted by 29<sup>th</sup> August 2023**

To apply, please submit a short expression of interest outlining your suitability for this role, your proposed approach to this work (no more than two pages) any relevant expertise and experience and your daily consultancy



rate (and any additional costings or proposed project budget) to: [nabila@actionforglobalhealth.org.uk](mailto:nabila@actionforglobalhealth.org.uk) **by 5pm on 29<sup>th</sup> August 2023.**

The applicant may also choose (at their own discretion) to include one relevant example piece of work with their application.

If deemed necessary, short (virtual) interviews will be held on the 5<sup>th</sup> and 6<sup>th</sup> September 2023. Please note, all expressions of interest will be reviewed and stored according to our Privacy Policy which can be found here: <https://stopaids.org.uk/stopaids-privacy-policy/>