

Terms of Reference

Consultant: Rolling Out Elderly Programs and Community Based Rehabilitation

1. Introduction

The Maldives is experiencing a demographic shift with a growing elderly population, increasing the demand for programs that promote healthy ageing to ensure elderly citizens lead dignified lives. Equally important is providing targeted support to caregivers to enhance their capacity for effective home-based care.

Likewise, the government's national development agenda prioritizes the inclusion and empowerment of persons with disabilities (PWDs). Despite legislative measures such as the Disability Act (Law No 8/2010), which guarantees the rights and financial assistance to PWDs, the challenges persist particularly in the geographically dispersed atolls where accessibility to rehabilitation services remain limited. To address this gap, the Ministry plans to implement a Community-Based Rehabilitation (CBR) program aligned with the WHO CBR guidelines to enhance the quality of life of PWDs through a multi-sectoral, community driven approach ensuring alignment with the UN Convention on the Rights of Persons with Disabilities (CRPD) and the Maldives Disability Act and improving physical accessibility for PWDs.

The Ministry of Social and Family Development is seeking a consultant to implement programs that support healthy and dignified ageing, train care givers focusing on those assisting bedridden older persons, rollout CBR program to empower and include PWDs. The consultant will also coordinate with stakeholders to enhance and improve accessibility to public spaces and service providers for PWDs.

2. Objectives:

- Promote Healthy and Dignified Ageing
- Capacity building of caregivers of elderly
- Facilitate Community Based Rehabilitation
- Enhance Accessibility through stakeholder collaboration

3. Scope of work

The Consultant will work closely with the Ministry's Team to perform the following tasks:

- Develop a detailed implementation plan for nationwide rollout of Elderly and CBR and Programs.
- Launch and Implement Elderly and CBR Programs in five atolls in 2025 and additional five atolls in 2026
- Engage and Coordinate with relevant stakeholders, including government agencies, local councils, NGOs, and community leaders to ensure successful implementation of these programs
- Educate and conduct awareness sessions to local and community members on delivering services to the elderly and PWDs.
- Conduct Training Programs for the caretakers of bedridden elderly individuals to enhance their skills and capacity of support systems
- Engage with relevant stakeholder to assess the accessibility public spaces, facilities, and service providers, Coordinate and collaborate with them to ensure accessibility to public spaces and ensure inclusivity for PWDs.
- Develop and implement monitoring tools to track program progress and assess impact.
- Provide regular progress reports to the designated department or section within the Ministry.
- Prepare a comprehensive final report with recommendations for program sustainability and scaling up.

4. Deliverables

- **Implementation Plan:** Detailed rollout plan for both elderly and CBR programs.
- **Training Reports:** Documentation of capacity-building and awareness sessions.
- **Progress Reports:** Monthly updates on program implementation.
- **Monitoring Tools:** Tools for tracking program activities and outcomes.
- **Final Report:** Comprehensive report summarizing achievements, challenges, and recommendations.

5. Required Qualification, Experience and Skills

- Post Graduate Degree in Social Policy or Social Sciences or Communication or Management or related field.

- Minimum 3-4 years of Work Experience in Social Sciences or Social Services or Management or Related Field
- Proven expertise in capacity building and stakeholder engagement.
- Strong understanding of the social and cultural context of the Maldives.
- Excellent project management, monitoring, and reporting skills.
- Demonstrated knowledge and understanding of Disability or Elderly and working with the PWD or Elderly Community
- Proven experience in developing and facilitating awareness and training sessions will be an added advantage
- Excellent communication skills in English and Dhivehi
- Must be result oriented and proactive
- Proficient in computer skills
- Excellent time management skills, ability to manage multiple priorities, deadlines and tasks efficiently

6. Duration of the Consultancy

- 24 Calendar Months, subject to extension

7. Working Hours

- 0800 – 1500 hrs, weekdays

8. Remuneration

- Salary: 15000
- Allowance: 15000

9. Evaluation

- Educational Qualification (30%)
- Relevant Professional / Work Experience (20%)
- Knowledge and understanding of Disability or Elderly and working with their communities (10%)
- Experience with Communication and Training Works (10%)
- Interview (30%)

10. Application

- Interested candidates are requested to submit their CV, accredited certificates and other relevant information demonstrating his/her qualification and experience in the area
- Application should be submitted before March 02nd 2025, at 1300hrs to hr@msfd.gov.mv or the address below

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