



Financial Sustainability Curriculum Design Consultant

Request for Proposals

Location: Remote

Time Period: Estimate 200 hours over six months

BACKGROUND

According to the World Health Organization, at least 1 billion people globally live with a vision impairment that could have been prevented or has yet to be addressed. A life without clear vision often becomes a life devoid of freedom, independence, and dignity.

For a person in the developing world, it can be catastrophic. Across sub-Saharan Africa, an estimated 20 million people are blind or visually impaired. Restoring sight is one of the most cost-effective interventions to reduce poverty. It has an immediate and profound impact on the person who can now see, study, learn and earn a living. Additionally, this creates a ripple effect on the family and community that benefits from her or his contribution.

Seva is a global nonprofit eye care organization that transforms lives and strengthens communities by restoring sight and preventing blindness. We train local eye care providers and develop self-sustaining eye programs around the world. Together with our partners, we provide critical eye care to underserved communities, especially women, children, and indigenous peoples. Seva has helped 5 million blind people regain their sight in more than 20 countries.

CONSULTANCY DESCRIPTION

Seva seeks an individual to develop a workshop curriculum focused on hospital, specifically eye hospital, sustainability. The curriculum will build off of a developed outline and other resources and material. This course covers key aspects of sustainability planning to update pricing, reduce costs, increase surgical volume and improve efficiency, and optimize optical shop services for financial resilience. Participants will apply the principles they learn in real time over the course of the workshop. The workshop aims to produce the financial strength for internally cross-subsidizing patients in need who pay below cost or no cost.

KEY DELIVERABLES

1. **Course Curriculum:** Curriculum or learning path for the financial sustainability workshop developed which includes but is not limited to such learning assets as:
 - a. Pre training intro module that clearly captures participant roles and responsibilities, what's in it for them, what would be the business outcomes and overall workshop objectives
 - b. Participant journal with all the training modules and assets
 - c. Individual Micro Modules or chunks that together form Course units which then form a Learning Path and a curated library of other learning resources for the participating cohorts such as:
 - i. case/caselets based learning
 - ii. Scenario based learning
 - iii. Poll/Quiz based learning
 - iv. Project based learning
 - v. Activity based learning
 - vi. Other group learning activities - Brainstorming etc.
 - vii. Course challenges, knowledge tests, surveys etc.
 - d. Training Assessment: Help design and develop the following:
 - i. Parameters for measuring application of new learning on the job and
 - ii. Parameters for measuring the Impact of new learning on Business Indicators (Profits, cost savings, improved operational efficiencies, etc.).

2. **Course Facilitation:** Prior to the training launch, prepare the participants on the steps involved, helping and guiding them in collating, recording and reporting financial data, operational efficiency data and other pertinent information before the beginning of the course. Make them feel at ease about their role and responsibilities and help them prepare well in advance for the journey ahead. During the course, Facilitate virtual instructor-led training sessions for participating cohorts for 4 months for 4-6 hours per week. Record all learning sessions over zoom for repurposing them for creation of an online self-paced learning path on Seva's LMS LITMOS in collaboration with Seva's Global Training Specialist, Arun Acharya. This includes developing the following key tasks/activities:
 - a. Work with Seva staff to identify faculty for the course and organizing presentations
 - b. Narrated presentations, mind maps and any other similar assets for the alums.
 - c. Reaction surveys,
 - d. Knowledge Retention tests,
 - e. Other in class activities as detailed below:
 - i. case/caselets based learning
 - ii. Scenario based learning

- iii. Poll/Quiz based learning
- iv. Project based learning
- v. Activity based learning
- vi. Other group learning activities - Brainstorming etc.
- vii. Course challenges

Working Timeline of the project and key milestones

1. Project Start Date: Feb 2021
2. First draft of curriculum shared for review - March 2021
3. Final draft of curriculum circulated - April 2021
4. Workshop initiated (Pre-training work would have already commenced) - April 2021
5. Project End Date: 30 Sep 2021
6. Time Required: 16 weeks, ~160 hours

Other important information:

This project will largely involve collaborating with multiple stakeholders. This role will be supported by knowledge experts, as well as one or more dedicated coaches who will be the support system for each cohort.

QUALIFICATIONS

- Education: Chartered Accountant/Finance Management PG
- At least five years finance experience
- Training Experience: Has trained audience with little or no financial management know how on principles and practices of financial management, sustainability and accounting
- Personable and able to work with multiple stakeholders
- Desirable: Has worked in the healthcare sector with hospitals, institutions or NGOs.

PAYMENT

Compensation dependent on experience and final proposal.

APPLICATION PROCESS

Please submit your cover letter, proposal for how you would approach this problem statement of designing the training curriculum, overview of your team (if applicable), estimated timeline, expected remuneration, and qualifications to jobs@seva.org. Applications will be reviewed on a rolling basis.