

TERMS OF REFERENCE

Consultancy for Sub-national health system readiness for climate change adaptation in Preah Vihear

Location: Phnom Penh, Cambodia (in-country)

Duration: 25 working days

1. Background

Climate change is increasing health risks in Cambodia, including heat-related illness, dengue and other vector-borne diseases, water-borne diseases, malnutrition, injuries from floods and storms, and mental health impacts. These risks place additional pressure on sub-national health systems, especially in provinces where health facilities, workforce, local leadership, and community-based volunteers may have limited resources to prepare for and respond to climate-related health threats.

Climate change as a health risk multiplier highlights the need to strengthen health systems through better surveillance and early warning systems, climate-resilient health facilities, improved service delivery, and stronger health workforce capacity.

CRS is looking for a consultant to assess the readiness of the sub-national health system in Preah Vihear Province to address climate change-related health risks and to identify practical actions for strengthening provincial, district, facility, and community-level capacity.

2. Overall Objective

The overall objective of the consultancy is to assess sub-national health system readiness for climate change in Preah Vihear Province to identify primary climate change induced health risks and determine agreed actions to strengthen the health system's capacity to prepare for, mitigate, respond to, and recover from climate-related health impacts. The consultancy will focus on the following objectives:

- Assess the current capacity of the sub-national health system in Preah Vihear Province, including health workforce, health facilities, leadership and governance, locally led volunteers, community structures, climate change induced health risks, and service delivery capacity to support communities to cope with climate change-related diseases and health risks.

- Identify the gaps in strengthening the sub-national health system to better address climate change matters, including climate-sensitive disease surveillance, emergency preparedness, health promotion, community engagement, and facility readiness.
- Facilitate discussions among relevant stakeholders to reach consensus on next actions for strengthening sub-national health system in Preah Vihear Province to prevent, prepare for, respond to and recover from climate-related health risks, with clearly defined roles, priorities, and practical recommendations for implementation.

3. Analytical Framework

The consultancy should use a health system building block approach, drawing on the World Bank's health system strengthening perspective and the WHO health system framework. The assessment should consider the following key areas:

- Leadership and Governance
 - Provincial and district leadership on climate and health
 - Coordination between health, environment, disaster management, water and sanitation, agriculture, education, and local authorities
 - Availability of climate-health plans, guidance, standard operating procedures, and emergency response mechanisms
- Health Workforce
 - Capacity of provincial, district, health facility, and community health workers to understand and respond to climate-sensitive diseases
 - Training needs on climate change and health risks
 - Roles of village health support groups, local volunteers, and community-based actors
- Health Service Delivery
 - Availability and continuity of essential health services during floods, heat events, droughts, disease outbreaks, and other climate-related shocks
 - Referral systems and outreach services for vulnerable groups
 - Preparedness for increased disease burden linked to climate change
- Health Information Systems and Surveillance
 - Capacity to monitor climate-sensitive diseases such as dengue, malaria, diarrheal diseases, heat-related illness, respiratory illness, and malnutrition
 - Use of early warning information and climate data
 - Reporting systems from community to health facilities, district, and provincial levels.

- Medical Products, Supplies, and Technologies
 - Availability of essential medicines, rapid diagnostic tests, vaccines where relevant, emergency supplies, and equipment
 - Supply chain resilience during climate-related disruptions
 - Cold chain and storage capacity during extreme weather events
- Health Financing and Resource Mobilization
 - Existing resources for climate-health preparedness and response
 - Budget gaps at provincial, district, and facility levels
 - Opportunities to mobilize resources through government, development partners, climate financing, and health sector programs
- Health Infrastructure and Facility Readiness
 - Resilience of health facilities to floods, storms, heat, water shortages, and power disruption
 - Water, sanitation, hygiene, waste management, energy, and emergency preparedness in health facilities
 - Facility-level business continuity planning
- Community Engagement and Local-Led Volunteers
 - Role of local volunteers and community structures in risk communication, disease prevention, early warning, referral, and support to vulnerable people
 - Local knowledge of climate risks and coping mechanisms
 - Needs for strengthening community-based preparedness and response

4. Scope of Work

The consultant will undertake the following tasks:

- Review key documents related to climate change, health, disaster risk management, and adaptation, including national and provincial policies, Preah Vihear health plans and reports, climate risk and vulnerability data, disease surveillance reports on climate-sensitive diseases, available health facility readiness assessments, and relevant grey literature from organizations working on climate-related health risks.
- Conduct Stakeholder Consultations with relevant stakeholders at provincial, district, facility, and community levels, including PHD, OD, RH, HCs, local authorities, village health support groups, NGOs and development partners working in health, climate change, disaster risk reduction, or community resilience
- Assess the health system readiness in Preah Vihear Province to address climate-related health risks, identifying current capacity and gaps..

- Facilitate a validation workshop to consult and collect feedback on the assessment findings and recommendations and to develop an action plan with agreed-on actions and approaches, responsible actors, timeline, and possible resources to strengthen sub-national health system readiness for climate change in Preah Vihear Province.

5. Expected Deliverables

The consultant will produce the following deliverables:

- Inception Report, including the assessment protocol, outlining overall approach, methodology, data collection tools and process, stakeholder engagement strategy, and analytical framework for assessing the capacity of the sub-national health system in Preah Vihear Province to prepare for, mitigate, respond to, and recover from climate-related impacts.
- Draft assessment report including preliminary findings on key climate change risks, sub-national health system capacity, gaps, and recommendations for strengthening.
- Completed validation and action planning workshop.
- Final consultancy report including:
 - Executive summary
 - Background and methodology
 - Climate-related health risks in Preah Vihear
 - Findings by health system building blocks
 - Capacity gaps and needs
 - Recommendations
 - Agreed-upon action plan for sub-national health system strengthening with clear roles and responsibilities and monitoring plan

6. Qualifications

- Minimum 10-15 years' experience in health, Climate Change Adaptation, DRR, climate policy, donor engagement, or resource mobilization
- Demonstrated experience conducting donor mapping and strategy development for INGOs
- Strong understanding of Cambodia's climate change and health policy environment
- Proven ability to synthesize complex information into actionable recommendations
- Excellent written and communication skills

7. Timeframe and Estimated Days

This consultancy will take place from **late July through mid-September 2026 for 25 days.**

- Develop the Inception Report, including the assessment protocol, methodology, data collection tools, stakeholder engagement plan, and analytical framework - 3 days.
- Conduct the sub-national health system assessment fieldwork, including document review, stakeholder consultations, key informant interviews, focus group discussions, and data collection in Preah Vihear Province —9 Days
- Conduct data analyses and prepare preliminary findings of the assessment- 4 days
- Design for the validation workshop methodology, facilitation strategy, and agenda-2 days
- Engage with CRS Cambodia program leadership to assess needs and align on priorities through collaborative sessions- 1 day
- Facilitate validation workshop and development of an agreed action plan - 2 days
- Draft the final assessment report- 2 days
- Revise the assessment report to address final feedback and finalizing deliverables-2 days

8. Place of Performance/ Location

The consultancy will be based in Cambodia, with field travel to Preah Vihear Province.

9. Management, Coordination & Reporting

- The consultant will be managed by CRS Cambodia Deputy Head of Programming.
- Weekly check-ins will be held with CRS technical staff.
- CRS will provide relevant documentation, introductions to stakeholders, and validation feedback.
- The consultant will present findings and recommendations to CRS senior management at the conclusion of the consultancy.