

INFORMATION FOR APPLICANTS AND ORGANISATIONS

HRSB Program Aim

The Health Research System Capacity Building Program (HRSB) seeks to contribute to better population health outcomes in Timor-Leste and ensure progress is made towards achieving Millennium Development Goals and targets. Through strengthening the capacity of the health research system, and the conduct of health and health systems research in Timor-Leste, the HRSB aims to improve the quality of services, support good governance in the health sector, enhance the equity of health resource allocation, and promote evidence-informed health policy. The HRSB will contribute to the development of leadership, networks and infrastructure which will help shape the future of the health research system and health sector in Timor-Leste.

HRSB Program Objectives

The HRSB will progress towards its goal by promoting two primary objectives:

- *Establishing and supporting a cohort of dynamic Timorese research leaders and policy-makers, able to engage in producing, using and disseminating knowledge to promote health gain and develop the health system*
- *Providing a forum for discussion about, and establishing, a provisional framework for a health and health systems research institute in Timor-Leste*

HRSB Program overview

The Health Research Capacity Building Program will identify, establish, and support, a cohort of **10 to 15 Timorese health research leaders in Timor-Leste** and enhance their capacity across a range of health and development related research areas. While the HRSB program will be conducted over one year in the first instance, it is envisaged that a longer-term program will supplement this initial investment.

HRSB Benefit to Participants

Over the **one-year program**, selected participants will receive comprehensive conceptual and practical training in health and health systems research, research management, research supervision, commissioning and use of research, and research for policy-making and practice improvements. In addition, the HRSB will work, over the longer term, towards the establishment of a health and health systems research institute in Timor-Leste. Participants must be Timorese nationals in order to be eligible for the HRSB program.

Participants will be drawn from a diverse range of institutions working within the broader health and development sectors in Timor-Leste, including Government Ministries, Departments and Directorates, the Districts, local and international Non-Government Organisations, and Tertiary Institutions. Individual, organisational and system capacities to research and respond to health & system problems will be promoted in partnership with the Ministry of Health Timor Leste.

The HRSB will actively support these identified research leaders in order to improve their capacity to assess current and potential demand for research and evaluation services; identify and pursue research and information priorities; and develop organisational options for a health research systems "centre" in Timor-Leste.

Training approaches for the HRSB program will be developed to enable participants to develop and pursue health related research projects of relevance and benefit to their current employment and organisational base. Individuals who are not currently associated with an organisation but can demonstrate their capacity to contribute to health related research and systems development are also welcome to apply.

HRSB Benefit to Participating Organisations

Through supporting an employee to participate in the program organisations will benefit in a number of ways. Participants will be encouraged (in consultation with their supervisor) to identify, design and undertake a relevant and useful work-related research project that can then feed into organisational activities. Organisations will also benefit from the program through the increased skill base of participants in the areas of report writing as well as project management, design and implementation. In addition a key focus of the HRSB training will be to develop skills and techniques in training others and thus enable participants to share skills amongst others in their organisations. More generally, organisations will benefit through increased access to locally relevant research for use in services improvement and program and policy development.

HRSB Related Events and Activities

In addition to the one-year capacity building program for individual research leaders, the HRSB will, in collaboration with a range of key stakeholders, program participants and their organisations, plan and hold a Timor-Leste Health Research Symposium. This event will be developed as the first of an annual forum where health sector actors can come together to discuss and plan research priorities for Timor-Leste, share and build skills, and raise the profile of health research amongst the wider community. The Symposium will be held over two days in April 2008 and be immediately followed by a further 3 days of training workshops open to all Symposium attendees.

The HRSB will also act as a forum through which the broader health sector can continue to discuss and plan for a Timor-Leste Health Research Institute. It is envisaged that a provisional framework for such an organisation will be developed throughout the Program's initial one-year implementation process.

HRSB Contributing Partners

Contributing HRSB program partners are the School of Public Health and Community Medicine, The University of New South Wales, Sydney Australia; The Ministry of Health, Timor-Leste; and the Australian National University, Canberra, Australia. The HRSB is funded by the Australian Agency for International Development (AusAID) through its Public Sector Linkage Program.

HRSB Provisional Program Timeline

Applicants will be required to commit six weeks (30 days) to the program over the period November 2007 to May 2008. This will include their participation in two intensive training workshops; attendance at the Timor-Leste Health Research Symposium and associated training; and the completion of individual research projects.

Applications open	1st September 2007
Deadline for applications	21st September 2007
Successful candidates advised by	7th October 2007
Training session one (5 Day Intensive)	12th November to 16th November 2007
Training session two (5 Day Intensive)	25th February to 29th February 2008
Individual project work (15 Days)	November 2007 to May 2008
Health Research Symposium (2 Days + 3 Days training)	21st April to 25th April 2008

HRSB Statement on diversity and equity

The HRSB aims to provide opportunities to build skills and contribute to generating knowledge and information to promote health and development in Timor-Leste. It aims to involve a diverse range of people working with the Timor-Leste Health Sector. Participants will be working in a range of health and development areas, for example: service delivery, policy and planning; needs assessment; operations research; monitoring and evaluation; research; education; health promotion; service improvement; statistics and surveillance. While not specifically a training program in monitoring and evaluation or operations research, the HRSB will be relevant to those working in such environments. It is geared to supporting people who have enquiring minds, who seek to answer questions to better understand and respond to problems, and through this to generate better responses to health and development issues and services delivery in Timor-Leste.

Participants will be drawn from a range of types of organisations working in the Health sector including local and international Non-Government Organisations; universities; professional associations; donor-funded agencies; UN agencies; Government Ministries and Directorates. This program is aimed at Timorese people with energy and leadership potential, and who want to make a difference through using and applying research skills to answering questions which have a bearing on health, health-related services, and systems.

The HRSB maintains and will promote a commitment to social equity, social justice and nation building in all its activities. **Women, young people, and those from the districts of Timor-Leste are strongly encouraged to apply.** We would also welcome applications from organisations that may be based in Dili but are involved in working in the districts.

HRSB Selection process

Applications, **including all required supporting documents, must be submitted by no later than the 21st of September 2007.** Successful applicants will be advised of selection by the 7th of October. Some applicants may be required to attend an interview in Dili between the **1st and 5th of October 2007** to discuss their eligibility. All applications will be assessed and selected by members of the HRSB advisory group. This group is the in-country HRSB steering committee and includes representatives from the Ministry of Health Timor-Leste, UN agencies, UNSW, local NGOs and Timorese universities. Applications will be assessed against the criteria which appear below. Please ensure that your answers in the application address these criteria.

HRSB Selection Criteria

1. Must be a Timorese national
2. Good spoken English; reasonable ability to read English; reasonable ability to write in English
3. Ability to commit six weeks between November 2007 and May 2008 to attend training workshops, the Symposium, and to undertake individual/group projects
4. Evidence of employer/organisation support for applicants participation in the program OR letter of reference from community leader/health sector professional
5. Demonstrated relevance of health related research skills to applicants organisation and to individual applicant's current/future role within their organisation OR demonstrated relevance to applicants field of work (if not currently working with an organisation)
6. Potential to lead and train others
7. Commitment to the principles of social equity and inclusion
8. Commitment to improving health and development outcomes across Timor-Leste
9. A relevant university degree OR three years university study OR equivalent work experience in the health or development or related sectors
10. Basic skills/training in one or more areas relevant to research and other forms of social organizational enquiry

Plus:

Letter of support from employer or organization indicating how the applicant and any proposed project will fit with current and future organizational activities OR a letter of reference/support from community leader/health sector professional indicating the relevance of the training to the applicant

Application and Supporting Document Checklist

Incomplete applications will not be considered. Please ensure that you complete all sections of the application form.

Applications will not be accepted unless they include the following documentation:

Application form (with sections one, two and three completed)	YES
Letter of support from employer OR letter of reference/support From community leader/health sector professional	YES

For further information or to submit an application please contact:

Contacts:

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