

CONSULTANT TO SUPPORT ACCELERATING ANEMIA REDUCTION IN LESTOHO WITH A PRIMARY FOCUS ON THE DEVELOPMENT OF A NATIONAL ANEMIA ACTION PLAN (NAAP)

TERMS OF REFERENCE

September 2026

Deadline for applications:

October 16, 2026, 23:59 Ottawa time



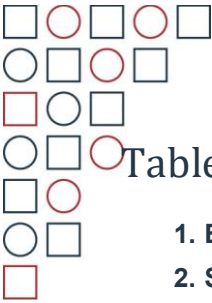
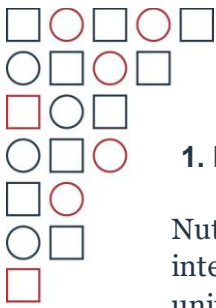


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1. BACKGROUND AND CONTEXT

Nutrition International (NI) is a global organization dedicated to delivering proven nutrition interventions to those who need them the most. At NI, the Research and Development (R&D) unit leads the strategic development and implementation of integrated actions to tackle anemia, promoting an evidence-based and holistic approach that addresses all causes. Our experts support country actors to serve as a bridge from evidence to action at scale, connecting decisionmakers with context-specific tools and information required to identify and prioritize the most effective actions that generate the greatest impact on Sustainable Development Goals.

In response to the slow progress towards the World Health Assembly anemia target, the Anemia Action Alliance (AAA) was established in 2023 under the leadership of the World Health Organization (WHO) and UNICEF¹. Nutrition International (NI) has been a key member since the Alliance's inception, chairing its programmatic implementation and national integrated anemia actions working groups. The AAA aims to accelerate and coordinate efforts to reduce anemia, supporting the development, adaptation, and implementation of the WHO Comprehensive Framework for Action². The AUC contextualized the WHO framework by launching the Strategic Framework for the Prevention and Management of Anaemia in Africa³. This framework guides Member States in developing costed national action plans and monitoring systems, with a focus on data, interventions, integrated services, governance, and knowledge exchange. At the country level, NI's R&D unit supports adapting global and regional efforts for anemia reduction into country-level actions.

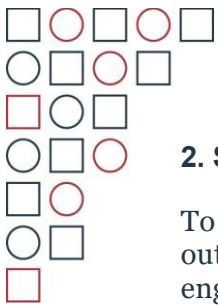
Anemia remains a severe public health concern in Lesotho, affecting large segments of the population. According to the Lesotho Demographic and Health Survey (2024), anemia prevalence stands at 70% among children under five (CU5) and 54% among women of reproductive age (WRA), far short of the World Health Assembly 2030 target of halving anemia in WRA. The condition's complex etiology spanning micronutrient deficiencies, infections, inflammation and chronic disease, gynecological and obstetric conditions, inherited red blood cell disorders, and broader social and system-level determinants require a coordinated, multisectoral, and evidence-based response.

NI is collaborating with the Government of Lesotho to accelerate anemia reduction by developing a comprehensive, costed National Anemia Action Plan. To deliver this partnership, NI will engage a dedicated Anemia Consultant based in Maseru who will support day-to-day project implementation, outsourcing country-specific data and information sources and developing and stewarding good relationships with the government and other relevant key stakeholders in Lesotho.

¹ [Act on anaemia, nourish potential | Anaemia Action Alliance](#)

² [Accelerating anaemia reduction: a comprehensive framework for action](#)

³ [Strategic Framework for the Prevention and Management of Anaemia in Africa | African Union](#)



2. SCOPE OF WORK AND ACTIVITIES

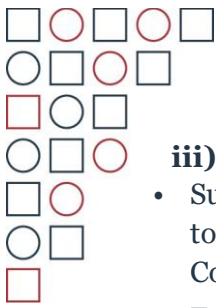
To provide support for the development of Lesotho's National Anemia Action Plan by outsourcing country-specific data, ensuring contextualization and stakeholders' engagement through the process in close coordination with NI's R&D Integrated Anemia Actions team and the Ministry of Health.

i) **Project Planning, Coordination and Government Liaison**

- Develop a detailed project implementation plan defining strategies, activities, timelines, and resources required, in consultation with NI's R&D Integrated Anemia Actions team.
- Serve as the primary in-country liaison between NI and the Government of Lesotho (led by the Ministry of Health as lead agency), ensuring the timely, coordinated flow of technical inputs and aligning NI expertise with government priorities.
- Lead and facilitate regular planning and coordination meetings to track progress, address contextual challenges, and agree on course corrections.
- Support the identification and onboarding of a national Anemia Champion and facilitate their ongoing engagement with the project.
- Map and analyze relevant country stakeholders from sectors such as health, education, social protection, agriculture, WASH, finance, and relevant technical experts working in micronutrient deficiencies, infections, inflammation and chronic diseases, gynecological and obstetric conditions, and red blood cell disorders.
- Support the strengthening of a Coordination Mechanism (Including Health, Education, Agriculture, WASH, Finance, Social Welfare) under government leadership, including organizing regular meetings and sharing timely updates.

ii) **Comprehensive Anemia Landscape Analysis**

- Facilitate access to national datasets, existing studies, program data and support government counterparts in establishing and honoring data-sharing agreements.
- Coordinate with the lead technical team and support gathering, extracting, and synthesizing high-quality, context-specific data on the burden of anemia, its key determinants, existing interventions, programmatic gaps, associated costs, and current monitoring and evaluation mechanisms across the lifecycle.
- Support the lead technical team in drafting the comprehensive anemia landscape analysis for Lesotho, mapping fundamental drivers, underlying risk factors, intermediate risk factors, and direct causes of anemia, and identifying priority interventions, sectors, and delivery platforms.
- Support the lead technical team in contextualizing landscape findings, interpreting quantitative and qualitative evidence considering Lesotho's health system, policy environment, sociocultural practices and programme delivery realities.
- Support the triangulation of findings across data sources (survey, programme, administrative and stakeholder inputs) and facilitate their review with national counterparts and technical experts.
- Support in sharing landscape analysis findings with government and technical stakeholders.



iii) National Anemia Action Plan (NAAP) Development

- Support the development of the NAAP, monitoring and evaluation framework, advocacy tools, based on the landscape analysis and the outcomes of an Anemia National Consultation, including planning and facilitation support for the consultation itself.
- Facilitate finalization of roles and responsibilities across government sectors and partners.

iv) Contracting and Consultant/Vendor Management

- Support development of Terms of Reference for any additional short-term consultants required (e.g., conducting key informant interviews, costing collection, meeting logistics), in line with NI policy.
- Support consultant/firm selection, contracting, monitoring of deliverables, quality assurance, and end-of-contract processes.
- Liaise with NI's R&D Integrated Anemia Actions team at Headquarters to ensure adequate technical oversight and quality control of all outputs.

v) Reporting

- Document key discussions, decisions, and action points from project meetings; maintain a well-organized, secure project filing system aligned with NI HQ standards.
- Prepare quarterly and annual progress reports capturing activities, deliverables, achievements, and NI's contribution to change, per the guidance of the R&D Integrated Anemia Actions team.

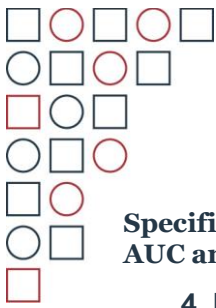
vi) External Representation and Advocacy

- Represent NI at national workshops, conferences, and relevant task forces or working groups, ensuring alignment with national action plans and policies.
- Build and maintain relationships with development partners, civil society, and academia to ensure comprehensive stakeholder perspectives are reflected in the NAAP.
- Support government counterparts in championing the anemia agenda within cross-sectoral forums and high-level discussions.

3. DELIVERABLES

Deliverables will broadly include:

- Detailed project implementation plan.
- Meeting minutes and relevant documentation capturing actions to strengthen the existing coordination mechanism, engage sectors and actors relevant to anemia, and identify and formalize an Anemia Champion.
- Stakeholder mapping and analysis.
- Compiled datasets, studies, program data, and data-sharing agreements.
- Completed data extraction templates.
- Contextualization notes on draft landscape analysis findings.
- Consolidated stakeholder feedback for incorporation into technical deliverables by the technical team.
- Workshop and meeting reports.
- Quarterly progress reports.



- Terms of reference, as required.

Specific deliverables will be agreed upon in a monthly workplan in coordination with the AUC and the NI anaemia team.

4. DURATION AND LEVEL OF EFFORT

Tentative start date: November 16th, 2026.

Level of effort: Expected to function full-time

Indicative duration: 12 months. Subject to performance, the contract may be extended for an additional 12 months.

5. LOCATION

The consultant will be based in Maseru.

6. PROFILE OF THE CONSULTANT

i) Education

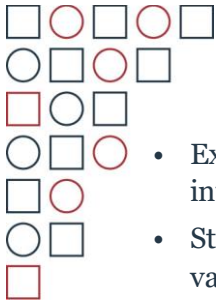
- Advanced university degree (master's or PhD) in public health, nutrition, international development, or related field.

ii) Experience

- At least 7 years of progressive experience in public health and/or nutrition programming, including demonstrated experience in project/program management (planning, budgeting, contracting, M&E).
- Demonstrated experience working closely with Lesotho government stakeholders, with a strong understanding of government systems, structures, and multisectoral coordination mechanisms
- In-depth knowledge of Lesotho's sociocultural and political context.
- Experience contributing to or leading landscape analyses, situational assessments, or the development of costed national health/nutrition strategies or action plans.
- Proven ability to access, collect, and synthesize data, including from hard-to-reach sources.
- Experience managing consultants, firms, or sub-contracts against agreed deliverables and quality standards.
- Knowledge of and/or experience working on anemia or related determinants such as micronutrient deficiencies, infectious diseases, gynecologic and obstetric conditions or inherited red blood cell disorders is strongly preferred.

iii) Skills

- Strong strategic thinking, project management, and organizational skills; ability to work independently with minimal supervision.
- Strong analytical and critical thinking skills, with the ability to interpret complex data, recognize the strengths and limitations of different data sources, and relate findings to the local context.



- Excellent interpersonal, facilitation, and diplomacy skills, with proven ability to engage and influence multisectoral stakeholders.
- Strong financial and budget management literacy, including cash flow monitoring and variance analysis.
- Excellent written and oral communication skills in English and Sesotho, including technical writing and presentation skills.
- Proficiency in Microsoft Word, Excel, and PowerPoint.
- Cultural sensitivity, patience, flexibility, discretion, and integrity.

7. APPLICATION PROCESS

Interested consultants are invited to submit the following by email to NI-RD-Global@nutritionintl.org by October 16, 2026, 23:59 EST (Ottawa time).

Kindly use the following format for the email subject line when submitting your application:
AR&D_20261016_LESOCN_[Candidate Name]

1. Up-to-date curriculum vitae or resume.
2. Cover letter.
3. References list including listing employer phone numbers, contact person, contact email and a description of the service provided.
4. Daily fees in local currency (Lesotho Loti).

Additional Considerations

The consultant is expected to reinforce government leadership and ownership of the NAAP process throughout, while ensuring technical alignment with NI's global R&D methodology and the WHO and AUC Comprehensive Framework for Action. Flexibility will be required as the role evolves alongside government priorities.