

REQUEST FOR PROPOSAL (RFP)

RFP #:	RFP- SRN_1-04264_Data Training consultant MIHR
Services Requested:	Data Integration, Use, and Visualization Training Development and Facilitation
Contract Type:	Deliverable
Issuance Date:	June 19, 2026
Closing Date:	July 02, 2026 (5PM- Eastern Standard Time)
Deadline for Responses to the Questions (Date of Receipt):	June 30, 2026 (5PM- Eastern Standard Time)
Last Receipt Date for Questions:	June 26, 2026 (5PM- Eastern Standard Time)
Anticipated Award Date:	July 15, 2026
RFP Contents and Attachments	<ol style="list-style-type: none">1. Introduction2. Scope of Work & Background3. Instruction to Bidders4. Technical and Financial Proposal Evaluation

Corus Procurement Ethics

Corus International and its family of organizations are committed to a transparent and ethical procurement process aiming to achieve the best value for money, fairness, integrity, and doing business in compliance with the US government regulations, the beneficiaries, donors, and partners' interests.

Corus does not allow accepting any monetary transaction, gratuity, or compensation of any type from current or potential vendors or suppliers in exchange for or as a reward for a business. Therefore, all potential vendors and suppliers taking part in this solicitation must not offer fraud, bribery, or kickback to an employee or staff of Corus. Any vendor or supplier violating these standards will be automatically disqualified for doing business with Corus in the future.

A comprehensive list of Corus's ethical standards as well as information on how to report any violation pertaining to this solicitation (Corus's Integrity and Ethics Reporting Hotline) is found here: <https://corusinternational.org/ethics-and-policies-corus-international>.

Corus International is an ensemble of organizations working together in the world's most fragile settings to deliver holistic, lasting solutions needed to overcome the interconnected challenges of poverty, climate change, and access to quality health care and education.

1- INTRODUCTION:

Corus International is a family of organizations which believes that those who were born into impossible circumstances deserve the opportunity for a better life. Corus was formed through the strategic merger of IMA World Health (operating as a public health organization since 1960), and Lutheran World Relief (operating as a livelihoods organization since 1945), and today includes smaller entities of CGA Technologies, Ground Up Investing, and Farmers Market Coffee. Corus International works in over 20 countries in Africa, the Middle East, and Latin America with a primary focus on health, livelihoods, and emergency response.

Further details about the organization can be found at: <https://corusinternational.org>

The MOMENTUM Integrated Health Resilience (MIHR) project, led by IMA World Health and funded by the U.S. Government provides lifesaving services to communities in fragile and crisis-affected settings by strengthening maternal, newborn, and child health (MNCH), nutrition, and detection and response to disease outbreaks in 10 fragile and crisis-affected settings. These settings account for more than half of global maternal and child deaths, a disproportionate burden that demands targeted, context-sensitive solutions. MIHR responds by prioritizing not just access to services but the quality of care, even in resource-constrained environments, proving that effective, sustainable healthcare delivery is both feasible and essential in the world's most challenging settings

MIHR's Core MERL team has developed an activity to provide targeted training to MIHR Core and country teams and relevant partners on data integration, use, interpretation, and visualization. The goal is to ensure that staff across the program are using data resources effectively and efficiently to inform program decisions, improve service delivery quality, and strengthen adaptive management.

To inform training design, MIHR conducted a Training Needs Assessment survey in April 2026 across all country teams. Countries represented include South Sudan, Sudan, Mali, Niger, DRC, Burundi, Bangladesh, the Philippines, Ethiopia, and one country in Latin America. Respondents included monitoring and evaluation (M&E), technical, and program staff. Key findings from the survey (N=48 respondents) that inform this assignment include:

- 75% of respondents use program data daily or weekly. Staff are active data users. Training should build on existing practice, not start from zero.
- The two lowest-comfort skills across all roles are creating charts and dashboards and presenting data findings to non-technical audiences. Chart creation was notably low among Program/Technical staff.
- A significant comfort gap exists between M&E staff and Program/Technical staff across most technical production tasks. The bottleneck for program staff is creating technical data products, not interpretation and use. This gap warrants differentiated content and breakout exercises within the training depending on staff role.
- Microsoft Excel and PowerPoint are the primary data visualization tools across all regions and roles. Power BI was requested as a training topic by 52% of respondents but is not used regularly by most. Training should focus on sound data visualization practices, regardless of application used, and orient them briefly on a range of tools (like Power BI) including challenges and benefits of each.
- Data quality is a cross-cutting challenge. Training must address how to present and communicate findings responsibly when data quality is imperfect.
- Top training topic requests: Introduction to Power BI (52%), data visualization best practices (25%), data for adaptive management (21%), data quality assurance (17%), and hands-on Excel skills (17%).
- There is a preference for in-person training, but there was acknowledgement it is not always possible. The consultant will develop trainings that can be modified according to delivery mechanism (virtual, in person, hybrid).

2- SCOPE OF WORK

Timeline and Reporting:

Title or proposed position/work: **Data Integration, Use, and Visualization Training Development and Facilitation**

Location: **Remote with potential travel to international locations to facilitate trainings**

Reporting to: **Nancy Stroupe, Deputy Director, MERL**

Anticipated Start Date: **July 15, 2026**

Anticipated End Date: **September 15, 2026**

Individual/Firm: **Individual or team of up to 2 consultants**

Contract type – **Deliverable**

Objective:

MIHR seeks an individual consultant with demonstrated expertise in adult learning, data visualization, and health information systems to support the design, development, and co-facilitation of a 2–3 day practical training for MIHR Core and country team staff. The training is intended to be hands-on and grounded in the tools and data realities that MIHR staff encounter in their day-to-day work — not a theoretical statistics course or a software certification program.

The 2–3 day format allows for sufficient depth in hands-on exercises, differentiated breakout sessions by role, practice with real-program-like datasets, and structured reflection and application time that a compressed single-day training cannot provide. The consultant should design and facilitate accordingly.

The assignment has three interconnected components:

1. Training material development
2. Training agenda design
3. Co-facilitation of regional training(s)

The consultant will work in close collaboration with the MIHR Core MERL team throughout all three components. All materials, agendas, and facilitation approaches are subject to MIHR MERL review and approval prior to use.

Training Objectives

By the end of the training, participants should be able to:

- Select appropriate chart types for different types of program data and audiences
- Create clear, well-labeled, and presentation-ready charts and visualizations in Microsoft Excel
- Apply core data quality principles: recognizing limitations in source data and communicating findings responsibly when data quality is imperfect
- Apply basic design principles to improve the clarity and impact of data visualizations
- Present and discuss data findings effectively to different audiences, including donors, government counterparts, and program teams
- Demonstrate familiarity with other data visualization tools (ex. PowerBI) including key features and appropriate use cases relative to Excel (orientation level, not proficiency)
- Use data to support adaptive management: linking routine data review findings to program decision-making and course correction
- Lead or contribute productively to a data review meeting, including documenting data-driven decisions

Expected Tasks:

Component 1: Training Material Development

The consultant will develop a full set of training materials for a modular 2–3 day training program. Materials must be practical and contextually appropriate for MIHR's operating environments. All materials will be developed in close consultation with the MIHR Core MERL team, which will provide anonymized program datasets for use in training exercises.

The consultant should propose a specific day-by-day allocation in the planning document and finalize it in the training agenda (Deliverable D4). Example training modules include:

Module	Content, Focus, and Audience
Module 1 Getting Your Data Ready	Organizing data in Excel for analysis; data cleaning and structuring exercises using realistic program datasets; recognizing, documenting, and flagging data quality issues before visualization; overview of MIHR data sources (DHIS2, facility registers, program monitoring data), their strengths, and their limitations. This module sets the foundation for all subsequent visualization work and should include extended hands-on practice. Audience: all staff, with differentiated exercises for MERL vs. program/technical staff.
Module 2 Choosing the Right Chart	Chart selection logic for different data types, messages, and audiences (bar, line, pie, scatter, etc.); core design principles — simplicity, labeling, color, accessibility; common visualization mistakes and how to identify and fix them; extended hands-on practice building, formatting, and improving charts in Excel using program-like datasets. This is the highest-priority module given TNA findings and should receive the most practice time. Audience: all staff, with differentiated breakout exercises by role.
Module 3 Telling the Story with Data	Framing findings for different audiences (donors, government counterparts, program teams); presenting data responsibly when quality is imperfect — caveat language, confidence framing, what not to claim; connecting data to programmatic narrative; practical exercises including peer review of data presentations. Audience: all staff.
Module 4 Dashboards and Tools	Introduction to DHIS2 analytics and dashboard features; Power BI orientation: what it is, when it adds value over Excel, how to get started, realistic expectations for a short training; overview of other tools in use across MIHR (Google Sheets, AI tools for visualization). This module should be designed for MERL/M&E staff and interested program staff, with the explicit framing that the goal is orientation and informed decision-making about tool choice, not proficiency. Audience: MERL/M&E staff and interested program/technical staff.
Module 5 Data Review Facilitation and Adaptive Management	How to structure and lead a productive data review meeting; moving a group from data to decisions; documenting data-driven decisions and follow-up actions; linking routine data review to adaptive management and program course correction; practice facilitation exercises. This module benefits from the full-group format as it draws on cross-role perspectives. Audience: all staff

Required training materials for each module include:

- Facilitator guide with session objectives, step-by-step facilitation notes, timing, differentiated exercise instructions, and discussion prompts
- Participant workbook or job aids with exercises, reference material, and key takeaways designed to be used after the training as a reference resource
- Presentation slides (PowerPoint)
- Hands-on exercises using realistic, anonymized MIHR-like datasets provided by the MIHR Core MERL team

All materials must be available in English. The consultant should indicate in their application whether they are able to produce materials in French.

Component 2: Training Agenda

The consultant will develop a detailed training agenda for each planned training event, in coordination with the MIHR Core MERL team. The agenda must:

- Sequence modules across 2–3 days in a logical and pedagogically sound order, with heavier hands-on content earlier and facilitation/application content later as participants build confidence
- Allocate at least 50–60% of total training time to exercises, practice, and discussion rather than didactic presentation — consistent with adult learning principles and the hands-on orientation of this training
- Build in role-differentiated breakout sessions for relevant topics
- Include structured inter-session activities
- Account for varied activity types, reflection time, and explicit application to participants' own program contexts
- Include timing, session flow, facilitation lead assignments (consultant vs. MIHR MERL staff), and required materials for each session block
- Be adaptable for a hybrid or virtual format for regions where in-person delivery is not feasible

Component 3: Lead Facilitation of Regional Trainings

The consultant will facilitate the MIHR data use and visualization training at one or more regional hubs, in coordination with the MIHR Core MERL team. Lead Facilitation responsibilities include:

- Pre-training preparation and logistics coordination with the MIHR Core MERL team and country teams, including review of participant backgrounds and any country-specific data context
- Lead facilitation or co-facilitation of all modules across the full 2–3 day event, as agreed with MIHR
- Adapting facilitation approach, pacing, and exercise complexity in real time to participant level and needs
- Managing differentiated breakout sessions by role and bringing groups back together effectively for plenary discussion
- Administering pre/post assessments and supporting data collection during the training
- Post-training debrief with the MIHR Core MERL team and documentation of lessons learned for subsequent training events
- Supporting any virtual delivery components as agreed, including adapting materials and facilitation approaches for online delivery

Deliverables/Commodity list with specifications:

Deliverable	Description	Payment schedule
D1 Planning document	Brief planning document (3 pages maximum) outlining the consultant's understanding of the assignment, proposed approach to material development and facilitation, proposed day-by-day module allocation for the 2–3 day format, and any recommendations. Due within 10 business days of contract start.	25% upon receipt and approval
D2 Draft training materials (all modules)	Full draft of all facilitator guides, participant workbooks/job aids, slides, and exercises for all five modules, reflecting the 2–3 day format and including differentiated content for MERL vs. program/technical staff. Hold discussions with MIHR MERL team during drafting. Submitted for MIHR MERL review prior to finalization.	
D3 Pre/post assessment instrument	Draft knowledge and skills assessment tool aligned to training objectives, for MIHR MERL review and approval.	
D4 Training agenda(s)	Detailed day-by-day agenda(s) for training event(s), including session timing, differentiated breakout plans, facilitation lead assignments, and inter-session activities where applicable. Submitted for MIHR MERL review and approval.	
D5 Finalized training materials	All materials revised in response to MIHR MERL feedback and approved for use.	50% upon receipt and approval
D6 Training co-facilitation	Delivery of up to 3, 2–3 day trainings at agreed regional hub(s) or via virtual/hybrid mechanism, as planned.	
D7 Post-training report	Reports (maximum 5 pages each) summarizing participation, pre/post assessment results, key observations, participant feedback, and recommendations for subsequent training events or follow-up support needs. Due within 15 business days of each training event.	25% upon receipt and approval of last training report

3- INSTRUCTIONS TO BIDDERS

RFP: This RFP constitutes an invitation to prospective Bidder(s) (“Bidder”) to submit proposals (“Proposal”) for the services described herein. It consists of (1) Cover Page, (2) Overview, (3) Scope of Work, and (4) Instructions for Bidder(s).

An open period for submitting questions will begin on the issuance date of the RFP. All questions MUST be submitted to the RFP contact email address procurement@corusinternational.org and info@momentumihr.org with subject line: **RFP- SRN_1-04264_Data Training consultant MIHR** to the designated email addresses no later than close of business on **June 26, 2026 (5PM- Eastern Standard Time)**. Questions will be compiled, and responses sent to all Bidders by **June 30, 2026 (5PM- Eastern Standard Time)**.

All documents must be in the English language, signed and dated by an authorized employee of the Bidder.

PLEASE SUBMIT THE FOLLOWING DOCUMENTS:

Interested candidates (individuals or a team of up to two consultants) should submit the following:

- A current resume/curriculum vitae of each proposed consultant
- A brief (no more than 5 pages) Technical Proposal outlining the training approach, example training content, and implementation plan. **Please include estimated number of days to complete each deliverable listed in the Terms of Reference above in the technical proposal.**
- A Financial Proposal stated in US Dollars, utilizing the provided budget template.
- One example of training materials or facilitation guides previously developed (may be redacted for confidentiality)
- Contact information for two professional references with direct knowledge of the candidate's training design and facilitation work

MIHR/Corus International reserves the right to conduct interviews with shortlisted candidates prior to selection.

Bidders are solely responsible for ensuring the timely receipt of their proposals. Proposals received after the date and time required will, generally, not be considered unless no other proposals are received.

Prospective Bidders are under no obligation to prepare or submit proposals in response to this RFP and do so solely at their own risk and expense. IMA will not reimburse any costs incurred related to this RFP.

Proposals may not be altered or corrected after the Date of Receipt, except when MOMENTUM Integrated Health Resilience and IMA, at its sole discretion, may permit correction of arithmetic errors, transposition errors, or other clerical or minor mistakes, in cases in which Corus deems that both the mistake and the intended proposal can be established conclusively on the face of the proposal.

Proposals must be valid for at least **NINETY (90) days** from the Date of Receipt.

In evaluating the proposals, MOMENTUM Integrated Health Resilience and IMA will seek the **best value for money**. Specifically, proposals will be evaluated on the basis of the following:

4- TECHNICAL AND FINANCIAL PROPOSAL EVALUATION:

4.1. Technical

Evaluation Criteria:

Applications will be evaluated against the criteria in the table below.

Evaluation Category	Rating - Points
Technical proposal	50
Previous experience/work samples/references	25
Professional Qualifications and Skills/Abilities	20
Value for Money	5
Total	100

Required Qualifications and Competences:

- Advanced degree in public health, monitoring and evaluation, health information, or a related field
- Demonstrated experience designing and facilitating multi-day adult learning training programs in global health or international development contexts
- Strong practical skills in Microsoft Excel data visualization, including chart design, data cleaning, and production of presentation-ready outputs
- Demonstrated experience working with health information systems, including DHIS2 or comparable platforms
- Familiarity with Power BI or comparable dashboard tools at a level sufficient to orient non-expert audiences
- Experience designing and facilitating differentiated training content for mixed-role audiences (MERL/M&E staff and program/technical staff)
- Strong written and oral communication skills in English and French
- Ability to travel internationally for up to 3 trainings

Preferred Qualifications and Competences:

- Experience with USAID- or U.S. Department of State-funded programs
- Familiarity with adaptive management frameworks and data use for program decision-making in global health
- Experience facilitating training in multi-country, multi-lingual settings
- Familiarity with data quality assurance approaches in low-resource health system settings

Working Conditions and other specifications/Terms and Conditions:

The consultant(s) will report directly to the MIHR Director/Deputy Director of MERL and will work in close coordination with the MIHR Core MERL team throughout the assignment. All deliverables are subject to review and written approval by the MIHR Core MERL team prior to payment. MIHR reserves the right to request revisions to any deliverable. Materials developed under this assignment are the property of the United States Government and Corus International and may not be shared, published, or used outside of this assignment without written authorization.

The consultant (s) is expected to use their own laptop and required software for material development. MIHR will provide access to anonymized program datasets for use in training exercises, subject to data sharing

protocols. MIHR will cover training logistics costs (venue, participant materials, etc.) directly, and these are not expected to be included in the consultant's budget.

Travel and logistics costs associated with the trainings do not need to be included in the consultant budget, as they are within the MIHR activity budget. Corus will pay lodging and airfare directly. Consultant is responsible for meals and incidentals and will be reimbursed according to published U.S. Department of State per diem rates for each location. Consultant is responsible for maintaining receipts for reimbursement of costs associated with travel for the trainings not paid for directly by Corus. This includes items such as data bundles and transportation.

4.2. FINANCIAL

Rates for proposed approach to tasks in scope of work at *daily rates* for services rendered.

If at any time prior to award MOMENTUM Integrated Health Resilience and IMA deem there to be a need for a significant modification to the terms and conditions of this RFP, IMA will issue such a modification as a written RFP amendment to all competing Bidders. No oral statement of any person shall in any manner be deemed to modify or otherwise affect any RFP term or condition, and no Bidder shall rely on any such statement.

MOMENTUM Integrated Health Resilience and IMA may request additional information to clarify or substantiate information provided in the proposal, or may request revisions to the proposed approach or personnel. After selection, IMA will negotiate the award cost with the selected bidder. A contract will be awarded after the selected Bidder undergoes a pre-award survey to assess the selected Bidder's management capacity and financial capability, and after references have been checked.

MOMENTUM Integrated Health Resilience and IMA are not bound to accept the lowest bid or any proposal and reserves the right to accept any proposal in whole or in part and to reject any or all proposals.

MOMENTUM Integrated Health Resilience and IMA shall not be legally bound by any award notice issued for this RFP until a contract is duly signed and executed with the winning Bidder.

The following procedures are established to resolve protests effectively:

- (1) Protests shall be concise and logically presented to facilitate review by Corus. Failure to substantially comply with any of the requirements may be grounds for dismissal of the protest.
- (2) Protests shall include the following information:
 - (i) Name, address, and fax and telephone numbers of the protester.
 - (ii) Solicitation number.
 - (iii) Detailed statement of the legal and factual grounds for the protest, to include a description of resulting prejudice to the protester.
 - (iv) Copies of relevant documents.
 - (v) Request for a ruling by Corus.
 - (vi) Statement as to the form of relief requested.

(vii) All information establishing that the protester is an interested party for the purpose of filing a protest.

(viii) All information establishing the timeliness of the protest.

(3) All protests will be addressed to the contracting officer or other official designated to receive protests.

Protests based on alleged apparent improprieties in a solicitation shall be filed before bid opening or the closing date for receipt of proposals. In all other cases, protests shall be filed no later than 5 days after the basis of protest is known or should have been known, whichever is earlier.