

Terms of Reference (ToR)

Consultant: HIV Sensitivity Training for Healthcare Providers

Background

This project builds on the “Tackling Multi-Layered Stigma in Healthcare Settings and Dismantling Discriminatory Laws in Nigeria” Project, where TIERS engaged six healthcare facilities to assess staff readiness and knowledge of anti-discrimination frameworks, including the HIV/AIDS Anti-Discrimination Act (2014) and the Patient Bill of Rights.

Findings highlighted persistent knowledge gaps and stigma, particularly among non-HIV unit staff. Facility leadership requested broader sensitization across all staff cadres. In response, TIERS will conduct targeted, in-person HIV sensitivity and stigma-reduction training sessions across selected healthcare facilities.

Despite existing legal protections, HIV-related stigma remains a barrier to equitable healthcare in Nigeria. People living with HIV, particularly key populations, face stigma that affects health-seeking behaviors, care quality, and treatment adherence. These challenges are reinforced by unconscious bias and limited understanding of rights-based frameworks among healthcare providers.

The project aims to strengthen healthcare workers' capacity to provide inclusive, respectful, and non-discriminatory care through structured training sessions in six public healthcare facilities across Lagos, Ogun, and Ekiti States.

Training Overview:

- Each facility will host a 2-hour session for ~30 healthcare workers, reaching a total of 180 participants.
- Training will cover:
 - HIV-related stigma and discrimination
 - Legal frameworks (HIV/AIDS Anti-Discrimination Act & Patient Bill of Rights)
 - Communication and inclusive care practices
 - Addressing unconscious bias in healthcare delivery

Sessions will be practical, participatory, and context-sensitive, ensuring relevance to real-world healthcare settings.

Project Objectives

- Reduce HIV-related stigma and discrimination in healthcare settings.
- Strengthen awareness and application of anti-discrimination laws and patient rights.



- Enhance healthcare providers' capacity to deliver inclusive, respectful, and patient-centered care.

Project Activities

- Conduct six (6) in-person, 2-hour sensitivity training sessions across selected facilities in Lagos, Ogun, and Ekiti States.
- Engage approximately 180 healthcare workers (clinical and non-clinical staff).
- Facilitate interactive sessions promoting behavior change and practical application.

Purpose of the Assignment

TIERs seeks a qualified consultant to:

- Develop a context-specific HIV sensitivity and stigma-reduction training module.
- Facilitate structured training sessions for healthcare providers.
- Strengthen institutional capacity for inclusive and non-discriminatory care.

Scope of Work

A. Training Development

The consultant will:

- Design a comprehensive training curriculum aligned with:
 - HIV/AIDS Anti-Discrimination Act (2014)
 - Patient Bill of Rights
- Develop a facilitation-ready slide deck suitable for 2–3 hour sessions and cascading within facilities.
- Incorporate participatory and adult-learning methodologies.
- Revise materials up to two rounds based on feedback.

B. Training Delivery

The consultant will:

- Facilitate six (6) in-person sessions (2 hours each).
- Train ~180 healthcare workers (clinical and non-clinical).
- Deliver sessions across:
 - Lagos State (4 facilities)
 - Ogun State (1 facility)
 - Ekiti State (1 facility)

C. Reporting

The consultant will submit a brief post-training report including:

- Key insights
- Observed gaps



- Practical recommendations

Key Training Themes

- HIV-related stigma and discrimination
- Unconscious bias in healthcare delivery
- Respectful communication and confidentiality
- Legal literacy (HIV Act & Patient Bill of Rights)
- Infection control vs. discriminatory practices
- HIV myths, prevention, and treatment adherence
- Gender, GBV, and HIV intersectionality
- Ethical disclosure practices
- Rights-based, patient-centered care

Deliverables

- Full training curriculum (comprehensive version)
- Facilitator slide deck (abridged version)
- Final, publication-ready training materials
- Delivery of six (6) in-person sessions
- End-of-assignment report

Timeline

- Duration: 3 weeks
- Start Date: 20 April 2026
- Draft Submission: 27 April 2026
- Final Deliverables: 11 May 2026

Budget

- Total Fee: ₦1,600,000
 - ₦700,000 – Module development (milestone-based)
 - ₦150,000 × 6 sessions – Facilitation
- Note: Transportation and accommodation outside Lagos will be covered separately.

Required Qualifications

The consultant should have:

- Proven expertise in HIV, public health, or health systems strengthening
- Strong knowledge of Nigerian healthcare and legal frameworks
- Experience facilitating adult learning or behavior-change trainings
- Background in human rights, stigma reduction, or patient-centered care
- Excellent curriculum development and facilitation skills

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Selection Criteria

Applications will be assessed based on:

- Relevant experience and technical expertise
- Quality and clarity of proposed approach
- Demonstrated facilitation and curriculum development capacity
- Value for money

12. Application Process

Interested candidates should submit:

- Updated CV highlighting relevant experience
- Brief technical proposal (max 2 pages) outlining:
 - Approach to training design and delivery
 - Relevant past work
 - Sample of similar work (if available)

Submission Deadline: 15 April 2026

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Subject Line: HIV Sensitivity Training Consultant Application.