National Health Mission – Tamil Nadu
State Health Systems Resource Centre (SHSRC)
Terms of Reference (ToR)

Name of the Organisation	State Health Systems Resource Centre (SHSRC), National Health Mission – Tamil Nadu
Location	Chennai, Tamil Nadu
Name of the Position	Consultant
Number of Positions	Eight (8) Division-wise deployment as follows: • Health Systems Strengthening (HSS) – 3 • Health Programmes & Innovations (HPI) – 3 • Knowledge Management Division (KMD) – 1 • Digital Health & Analytics (DHA) – 1 Deployment across divisions shall be as per SHSRC requirements.
Reporting Authority	Concerned Advisor, SHSRC
Administrative Control	Mission Director, National Health Mission – Tamil Nadu

National Health Mission – Tamil Nadu invites applications from eligible professionals for the position of Consultant for the State Health Systems Resource Centre (SHSRC) at Chennai.

1. Background

The State Health Systems Resource Centre (SHSRC) has been established by the Government of Tamil Nadu under the National Health Mission (NHM) as a technical resource institution to support the Department of Health and Family Welfare in strengthening health systems through policy analysis, programme support, research, monitoring, evaluation and innovation.

The Consultants will form the core technical team of SHSRC and will support various divisions including:

- Health Systems Strengthening
- Digital Health & Analytics
- Health Programmes & Innovations
- Knowledge Management & Development

Consultants will provide technical and analytical support to the Advisors and will contribute to data analysis, programme assessments, policy development, documentation and implementation support.

2. Objective of the Position

To provide technical, analytical and programme support to SHSRC divisions and assist Advisors in generating evidence-based insights, analytical outputs and programme recommendations to strengthen the health system in Tamil Nadu.

3. Key Responsibilities

The Consultant will undertake the following responsibilities:

- Provide technical and analytical support to the respective Advisor and SHSRC division.
- Work on health systems analysis, programme reviews and policy inputs related to State health initiatives.
- Analyse large health datasets and generate insights for programme planning and decision-making.
- Work with health programme datasets, digital health platforms and administrative data.
- Conduct data cleaning, analysis and interpretation using appropriate analytical tools.
- Support development of dashboards, analytical reports and performance monitoring frameworks.
- Assist in programme assessments, operational reviews and evaluation studies.
- Support preparation of concept notes, policy briefs, programme frameworks and technical documents.
- Contribute to the development of evidence-based recommendations for health programmes and policies.
- Prepare technical reports, analytical notes, presentations and documentation related to SHSRC activities.
- Document programme innovations, best practices and lessons learned from the field.
- Support preparation of reports for Government reviews, programme meetings and policy consultations.
- Support health systems research, operational research and programme evaluations.
- Undertake literature reviews and evidence synthesis on emerging health system challenges.
- Contribute to knowledge products developed by the Knowledge Management Division.
- Demonstrate proficiency in using Artificial Intelligence tools and advanced digital technologies for research, analysis, knowledge synthesis and report preparation.
- Support the integration of AI-enabled approaches for evidence generation and decision support within SHSRC activities.
- Demonstrate the ability to independently analyse problems, identify gaps and propose practical solutions.
- Apply critical thinking and analytical reasoning in evaluating programme performance and health system challenges.
- Contribute ideas and recommendations to strengthen health systems and programme implementation.
- Work closely with Advisors, other SHSRC divisions, health directorates (DPH, DMS, DME), districts and programme teams.
- Participate in technical meetings, consultations and programme reviews.
- The appointee may undertake field visits as required for programme review, assessments and other official purposes.

4. Expected Outputs

- High-quality analytical reports, programme reviews and technical documentation.
- Evidence-based policy inputs and programme recommendations.
- Data-driven insights to support health systems strengthening and programme improvements.
- Contributions to knowledge products, research outputs and policy briefs.

5. Qualifications and Experience

Educational Qualification

- Medical Graduate / Postgraduate degree in Public Health / Health Management / Community Medicine / Preventive & Social Medicine / Health Informatics / Data Science / Public Policy or related disciplines from a recognised institution.

Experience

- Minimum 2–5 years of relevant professional experience in public health, health systems, data analytics, research or programme implementation.

Desirable Skills

- Experience working with health datasets and health information systems.
- Proficiency in data analysis tools, statistical software or data visualization platforms.
- Strong analytical thinking, research and report writing skills.
- Familiarity with Artificial Intelligence tools and digital platforms for research, analytics and documentation.
- Ability to work independently and contribute to evidence-based decision-making.

6. Age Limit

Maximum age: 45 years, as on the date of notification.

7. Tenure

The appointment will be initially for a period of 11 months, extendable based on performance and programme requirements.

8. Remuneration

The appointee will be offered a consolidated monthly remuneration in the range of Rs.40,000 – Rs.60,000, commensurate with qualifications, experience and seniority, and aligned with prevailing market benchmarks for IT professionals supporting public health systems. Applicable taxes will be deducted as per Government regulations.

Field visits may be undertaken as required. Expenses towards such visits will be reimbursed as per NHM guidelines, subject to actual expenditure.

9. Termination

The engagement may be terminated by either party by giving one month's notice in writing, in accordance with the terms of engagement.