Definition of Capacity Building

- Capacity: “The ability of individuals and organizations to perform functions effectively, efficiently and sustainably”.

- Capacity building is an evidence-driven process of strengthening the abilities of individuals, organizations, and systems to perform core functions sustainably, and to continue to improve over time.
Complexity/Time Dimensions of Capacity Building

- 'Easier' and more technical
- 'Harder' and more socio-cultural

1. TOOLS
2. SKILLS
3. STAFF AND FACILITIES
4. STRUCTURES, SYSTEMS AND ROLES

Time to implement change
IRS Capacity Building Goals

End Goal:
• District and national level MOH/MNCP have structures, systems, and staff with the skills to plan, implement, and monitor high-quality IRS campaigns effectively and independently.

Medium Goal:
• Districts and national level MOH/MNCP have skilled staff to take on responsibility for specific components of IRS campaigns.

Short-term Goal:
• Use existing tools and build skills to improve the quality of IRS campaigns done by existing MOH/MNCP staff.
IRS Planning Tools:
- District micro-planning
- ‘Race to the Starting Line’ dashboard

Environmental Compliance:
- Pre-spray EC operations site assessment and inspections
- EC supervision checklists

IRS Campaign Quality Control:
- Spray Performance Tracker
- Job aids for SOs, Team Leaders, Store Managers
- Supervision checklists
Requires dedicated MOH staff at the district level.

Requires dedicated MOH/NMCP staff at the national level.

Requires buy-in of country stakeholders outside the MOH/NMCP, e.g. EPA equivalent, entomological institutions and coordination.
Developing MOH District IRS Managers:

1. Convince MOH to dedicate District IRS Managers for 4–6 months of the year.
2. Conduct competency based ‘boot-camp’ for MOH District IRS Managers.
3. MOH District Managers are coached ‘on-the-job’ by Project District Managers for duration of planning, campaign, and close-down operations.
Developing National MOH/MNCP Managers:

1. Convince MOH/MNCP to dedicate key IRS Management staff – i.e. Operations Manager, Environmental Compliance Manager, Logistics Manager, M&E Manager.
2. Conduct competency based ‘boot camp’ for each management position.
3. National Managers ‘job-share’ with counterpart project staff during campaign.
Questions and Discussion