A GMS Legacy:
The Consultant Network

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Capacity Building
Complexities of GMS consultant needs

- Demand driven
- Urgent
- Short term

- Technical expertise
- Global Fund-specific knowledge
- GMS approach
Core competencies: framework for capacity strengthening

Applied Knowledge Mastery Areas

- Technical Expertise
  - Governance and Oversight
  - PR Management
  - Monitoring & Evaluation
  - Procurement and Supply Management

Updated Global Fund Knowledge

Consulting Assignment Competencies

- Team Work and GMS Consultant Approach Skills
- Communication, Writing, and Reporting Skills
- Organization and Time Management Skills
- Foreign Language Skills

Behaviors and Characteristics

- Diplomacy and Cultural Sensitivity
- Facilitation Skills
- Flexibility, Patience, and Adaptability to Change
- Development Professional Mindset
- Leadership Skills (Team Leaders)
GMS Blended Learning Approach

- **Virtual Courses / Webinars**: Ongoing professional development
- **Face-to-Face Learning Events**: Experiential skills building
- **Virtual Courses**: Preparatory knowledge building
- **On-the-Job**: Experience and coaching
Sankey Diagram: Consultant evolution
Consultant “Throughput”

Consultant Throughput GMS1

10:7

Bootcamp trained 355

Observers 8%
Not suitable 3%
Permanently not available* 9%

Criteria not met for assignment 15%

Technical Area Language Experience

Team Members
Used in 1+ assignments** 230

* Prior to use
** Used in 240 assignments
Consultant “Throughput”

Consultant Throughput GMS2

Bootcamp trained 197

2:1

Not suitable 3%
Permanently not available* 11%

Criteria not met 38%

Technical Area
Language
Experience

Used in 1+ assignments**
101

- Fewer assignments
- Higher complexity of assignments
- Different geographical footprint

* Prior to use
** Used in 180 assignments
CONSULTANT NETWORK PROFILE
Technical expertise

ACTIVE CONSULTANTS 506

- 187 CCM
- 198 PRM
- 161 M&E
- 94 PSM
Consultant statistics

Consultant Type

- Local consultant
- Team member
- Team leader
- Coordinating team leader

Average number of assignments

- 2.4

Range: 0-24 assignments
Consultants with at least 1 GMS2 assignment (by region of origin, n=306)

- Non-Global Fund, 52
- LAC, 30
- EECA, 18
- Asia, 40
- MENA, 11

Africa 155 (51%)
Development of local/regional capacity: 2007 vs. 2017

- **2007**
  - Global Fund regional consultants: 27%
  - International consultants: 73%

- **2017**
  - Global Fund regional consultants: 86%
  - International consultants: 14%
Consultants by gender and years of experience

56% male

44% female

Average years of experience

20 years
Qualifications

Percent of consultants with prior Global Fund experience

20%
Final active consultant roster: groups by final GMS experience level

- 341 uncertified team members & local consultants
- 94 certified team members
- 35 certified team leaders
- 4 certified coordinating team leaders
GMS consultants working for other agencies