



Assessing and Mapping Current Capacity

Using the building blocks and guiding questions listed below, assess and map what capacity is currently in place and identify where capacity strengthening efforts need to be concentrated at the individual, institutional and national levels. The total research system capacity is made up of all three components. At every level, international partnerships are crucial.

INDIVIDUAL CAPACITY

HUMAN RESOURCE SKILLS NEEDED FOR RESEARCH FOR HEALTH

Conducting research

- Knowledge and expertise in a particular discipline
- Research techniques and analytic skills

Managing research

- Skills in managing research and resources
- Administrative / research support skills
- Grant writing and contracting skills

Communicating research results

- Skills in writing up and disseminating research findings for different audiences

Develop these skills by:

- Instituting individual training on a continuum of increasing financial investment: from 'learning by doing' to postgraduate training

INSTITUTIONAL CAPACITY

CHARACTERISTICS OF SUPPORTIVE INSTITUTIONS

Staffing

- A critical mass of skilled human resources
- Clear and appropriate pathways for career development, including adequate remuneration, recognition and professional development opportunities
- Strategies for promoting the retention of skilled, experienced human resources

Management

- Leadership, managerial capacity and management systems
- Financial & grants management personnel and systems
- Ensure access to core funding: balance between external and national funding sources

Environment

- A facilitating environment which provides opportunities for collaboration, establishes research networks and enhances access to information
- A physical environment conducive to productive research – infrastructure, equipment, space, internet access and so on
- Capacity to engage in international collaborative partnerships

NATIONAL CAPACITY

SYSTEM SUPPORT FOR RESEARCH FOR HEALTH CAPACITY

- Develop a national strategy for human resources involving all sectors (e.g. training, retention, promotion)
- Develop a strategy for institutional capacity strengthening
- Allocate a dedicated budget for capacity building
- Establish and implementing indicators to monitor capacity strengthening efforts
- Build national demand for research by targeting decision makers, media, civil service organisations (CSOs), and advocacy groups
- Build national capacity to use research, including research management capacity and capacity in evidence-based policy development