



## **East, Central and Southern Africa Health Community**

### **Vacancy Advertisement**

#### **Post of Manager, Health Systems and Capacity Development**

The East, Central and Southern Africa Health Community (ECSA-HC) is an inter-governmental regional organization that fosters and strengthens regional cooperation and capacity to address the health needs of its nine member states namely Eswatini, Kenya, Lesotho, Malawi, Mauritius, United Republic of Tanzania, Uganda, Zambia and Zimbabwe. The position is tenable at the ECSA Health Community Secretariat in Arusha.

#### **1.0 The Organization**

The East, Central and Southern African Health Community (ECSA-HC) is a regional organization set up in 1974 to promote the highest possible standards of health among member states. It is mandated to foster cooperation that will lead to the strengthening of health care programmes among member states in the region. The Secretariat implements its activities through four specific programme clusters, namely:

- Family Health and Infectious Diseases;
- Non-Communicable Diseases, Food Security and Nutrition;
- Health Systems and Capacity Building; and
- Knowledge Management, Monitoring and Evaluation.

#### **2.0 Broad Purpose of the Post**

The Manager, Health System and Capacity Development will be responsible for mobilizing resources, co-ordinate regional networks and implement the health systems and capacity development programme in order to facilitate member countries to achieve the highest level of health services delivery to the population of ECSA-HC.

#### **3.0 Specific Responsibilities**

- i. Provide technical inputs to the formulation of the ECSA-HC health systems and capacity development policies and strategy for the ECSA-HC member states.
- ii. Oversee development of technical approaches and strategy and ensure efficient and effective planning and implementation of technical activities.
- iii. Collect, compile and maintain a database on the status of health systems and capacity development in the ECSA-HC member states.
- iv. Monitor the progress and evaluate the performance and impact of health systems and capacity development programme, and inform management and stakeholders on the achievements and any problems in implementation.

- v. Monitor the status of health systems and capacity development in the ECSA-HC member states and brief management on the issues that need to be addressed at a regional level.
- vi. Participate in scientific conferences through presentation of papers and discussion of the performance of the health systems and capacity development programme
- vii. Undertake the repackaging and dissemination of new and best methods in health systems and capacity development interventions to ECSA-HC member states.
- viii. Participate in corporate planning and institutional strengthening activities of the ECSA-HC to ensure that the organization meets its strategic objectives.
- ix. Mobilize resources from different partners through writing programme/project proposals to support implementation of regional interventions for health systems and capacity development to ensure accountability of resources to meet the collaborators funding requirements.
- x. Perform any other related functions and duties as may be assigned by the supervisor.

## **4.0 Minimum Entry Qualifications**

### **4.1 Education**

- a. Bachelor's and Master's degree in medicine, public health, public policy, health planning/economics, or a related discipline combined with the following minimum years of experience working in health systems in low or middle income settings: 10 years of relevant experience with Bachelor's degree, 5 years of relevant experience with Master's degree.
- b. A PhD qualification will be an added advantage.

### **4.2 Work Experience**

- a. At least 5 years' experience in a senior management position in a health-related organization including managing community health programmes.
- b. Experience managing donor funded projects .
- c. The working experience should include work in international, organizations, civil service and in multicultural environments.

### **4.3 Essential Skills and Competencies Required**

- a. Good communication and report writing skills.
- b. Management, interpersonal and networking skills
- c. Strategic planning and research skills.
- d. Experience in training and ability to organize, train and support staff on needs assessment, project design, implementation monitoring and evaluation
- e. Demonstrated experience operating within the global HSS community on matters related to HSS in developing countries.
- f. Demonstrated expertise in at least two of the following areas: financial protection, human resources for health, leadership and governance and service delivery.
- g. Demonstrated ability to support and mentor teams.
- h. Demonstrated ability to build and maintain relationships with a wide range of colleagues and stakeholders, particularly interacting productively, proactively, and comfortably with government agencies, NGOs, private sector groups, and donor organizations.
- i. Solid understanding of and experience with strategic, organizational and management issues as well multi-stakeholder processes and negotiations
- j. Good contextual knowledge of national, regional and international health issues and priorities.

- k. Strong resource mobilization and project management skills
- l. Political astuteness, diplomatic and with good negotiation skills.

**5.0 Language:** Fluency in both spoken and written English.

**6.0 Age:** Between 35 and 50 years of age.

### **7.0 Remuneration Package**

An attractive remuneration package will be offered to the right candidate.

### **8.0 Contract Appointment**

This is a three-year contract appointment renewable on the basis of performance and by mutual consent on the part of the employer and the employee.

### **9.0 Method of Application**

Nationals of Members States who wish to apply for the Post should do so by submitting the following:

- i. Detailed Application Letter stating why the candidate feels suitable for the Post;
- ii. Detailed Curriculum Vitae including names of three (3) referees with their addresses, telephone, fax and e-mail.
- iii. Completed Application form for ECSA-HC posts (available under vacancies/opportunities jobs on [www.ecsahc.org](http://www.ecsahc.org))
- iv. **Certified** Copies of Educational and Professional Certificates.
- v. Letter supporting the application written by the Permanent/Principal Secretary of the Ministry of Health of the member state.

*Applications that have not met all of the above set criteria will not be accepted. Only candidates who have met all the requirements of the post and have been selected for an interview will be contacted.*

### **10.0 Deadline for Applications:**

Applications should reach the address below by **16<sup>th</sup> February 2024**.

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