

VACANCY ANNOUNCEMENT

Position: Human Resources for Health (HRH) Specialist
Contract: Full time (for duration of the project) January 2017 to March 2018
Location: Juba, South Sudan
Project: South Sudan Health Pool Fund Extension (HPF2)

The South-Sudan Health Pooled Fund Programme has been extended for another two years, from April 2016 to March 2018. The two-year programme extension (HPF2) will focus on consolidating gains made during the first phase and laying the ground work for a further phase of support from 2018. HPF2 will continue focusing on Health services delivery and health system strengthening. The objectives of the programme are:

- To increase the utilisation and quality of health services, with emphasis on maternal and child health:** Development Partners (DPs) are to contribute to the improvement of access, use, and quality of Primary Health Care (PHC) services and Emergency Obstetric and Newborn Care (EmONC) services.
- To scale up health promotion and protection interventions so as to empower communities to take charge of their health:** DPs were to contribute to increased accountability and effectiveness by working with community mechanisms for improving health and health education.
- To strengthen institutional functioning, including governance and health system effectiveness, efficiency and equity:** DPs will support strengthening key stewardship functions of the MOH including: planning, management, coordination, supervision and monitoring at all levels, in accordance with MOH guidelines and tools that were to be developed.

HRH is a key pillar of HSS around which all the other five pillars are linked. All the HSS work that has gone into HPF1 was meant to build the capacity of the Human Resources for Health in order to provide a skilled workforce to plan, manage and implement health services. HRH is more than just HRIS, which is an information tool to **Plan – Do- Check and Action (PDCA)** in the planning, managing and development of HRH. The work carried out in phase 1 focused on the first two steps (**PLANNING and DOING**) to produce a data base of all the human resources in the MOH. Little has been done yet on the other aspect of HRH i.e. **CHECKING and taking ACTION** of the cycle so data is generated by technicians but not yet fully used for health impact. This aspect requires the skills of a trained HRH specialist. This broader function has been the crux of the work done under the HRH pillar of the HSS through HPI and now needs specialised technical expertise going forward.

The expert will be part of the programme team based in Juba, either near (or within) the Ministry of Health headquarters or in the HPF Office. The expert must be available to carry out field trips throughout the country as required by program activities.

The approach is likely to include:

- Designing the HRIS to increase its planning, management and HR development functions** like training and performance management, quality of workforce, employer and retirements. This will be built on the current HRIS data whose data quality remains low, is not analysed, and presented and disseminated at policy level to inform HRH better planning, management and development. While continuing with the HRIS data capturing and limited analysis (which has been the current main area of emphasis), through the design work which was initiated during HPF1. This will be finalised during HPF2 to include the integration of HRIS with HMIS and payroll system.

2. **Specialist technical skills and advice to the MOH in the operationalization of the Task Shifting Policy.** In order to increase access to quality midlevel workforce and to improve MNCH outcomes, especially in CEmONC services, a Task Shifting Policy was developed in HPF1 by the HSS team under the leadership of the MOH and in collaboration with other partners. Implementation of the policy will rapidly upgrade the skills of health workers.
3. **Build capacity for HRH management and development to sustain HRH gains beyond the HPF project.** There is little support to HR managers at the national, state and CHD levels to improve their HRH management capacity on key HRH functions like recruitment, deployment, appraisal, in-service training, leave management, incentives and motivation, among others. The HRH specialist is expected to build capacity on these essential HRH functions at all levels of the health system
4. **Support to the quality of pre-service training** by coordinating the Health Development Partners and MOH to buy into the gap analysis report and plan of action of the Health Training Institutes for the improvement of the infrastructure, management, and quality of tutors and learning materials in these institutes. This will also include a) Support for the Quality Assurance Framework for Health Training Institutions, and b) Capacity building of tutors to improve the quality of the graduates from these Health Training Institutes.
5. **Be a catalyst for Policy dialogue for change and impact.** HRH issues deep rooted and strongly linked to the control of power and influence thus requiring high level engagement to solve them. HPF1 supported the MOH to organise a dialogue session of stakeholders that included Parliamentarians, State Ministers, the University, FBOs, Health Training Institutes and senior MOH managers to resolve on key strategies to address key HRH issues affecting the supply, management and retention of HRH in the country. The HSS specialist will carry forward this dialogue and support coordinated advocacy to address these deep rooted issues

Qualifications and Essential Experience:

- At least a postgraduate degree in Human Resources or in any other relevant discipline;
- Minimum of 10 years' experience working in Human Resources and at least three years working at National Level in Human Resources for Health
- Demonstrable technical expertise and working knowledge of the health sector preferably in Africa
- Proven track record of technical input in the area of Human Resources Information Systems and integration into other systems like Payroll and HMIS will be an added advantage.
- Ability to lead but also work well with diverse team members, NGOs and governments and other stakeholders
- Excellent analytical and reporting skills
- Excellent command of written and spoken English

Desirable:

- Previous working experience in building capacity of tutors and health managers
- Experience of working in conflict and post conflict settings
- Knowledge of the aid effectiveness agenda and donor harmonisation

Please send a brief cover letter (no longer than 2 pages) detailing why you think you would be suited to this role and include your annual salary expectation in GBP. Please also send tailored and maximum two-page CV to bdrecruitment@healthpartners-int.co.uk cc roland.kusiima@nftconsult.com

Applications must be received by 1 December 2016 COB.

South Sudanese Nationals are highly encouraged to apply