

Job Advert - Reproductive Health Manager

Medair Ayod Health Project, Ayod County

**JOB DESCRIPTION**

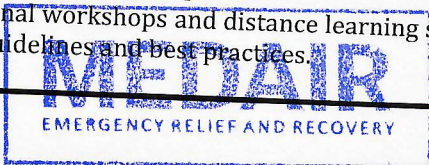
JOB TITLE & POSITION	Reproductive Health Manager
LOCATION	Ayod County, South Sudan
REPORTING TO	Health Project Manager, Ayod Project
OVERALL PURPOSE	<p>To reduce morbidity and mortality through provision of essential health services in Ayod County.</p> <p>This position is responsible for supporting reproductive health services, working towards the provision of antenatal care, postnatal care, 24-hour skilled delivery including BEmONC services, and management of sexual and gender-based violence. They will support with training and supervision of other clinical staff and be involved with supervision of RH outreach activities in surrounding communities. Additional responsibilities include stock management of medical supplies, keeping accurate records, keeping RH registers, and completing weekly and monthly reporting according to Medair specifications.</p>
PROJECT OVERVIEW	<p>Medair's goal in Ayod County is to reduce morbidity and mortality in vulnerable populations through the provision of emergency health care services. To accomplish this, Medair plans to support the primary health care centre in Ayod town to provide essential primary health care services, including outpatient consultation, inpatient management, routine immunization and reproductive health including ANC, PNC and skilled delivery including BEmONC. Medair will also support community-based health care including mobile outreaches, community-based iCCM and RCCE activities.</p>


FUNCTIONAL LINKS	
Internal:	Functional relationships with Medair Health Project Manager (Line Manager of Reproductive Health Manager), Midwives (Line Managed by Reproductive Health Manager), Health team members and other clinical staff. Coordination with Project Support Manager, Logistics field staff.
External:	Ministry of Health, County Health Department, community leaders, other clinic staff, TBAs and other health and nutrition volunteers from within the community.



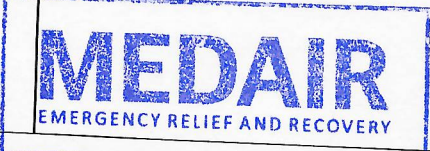
MAJOR DUTIES AND RESPONSIBILITIES

<p>Health Management</p>	<ul style="list-style-type: none"> • Be responsible for the start-up, implementation, management, supervision and support of the integrated RH services in Ayod PHCC and mobile outreach clinics in line with the activity plan and time frame of the relevant project proposal and any applicable national and international guidelines and standards. • Conduct regular field trips to the clinics and communities for support and supervision focusing on the Reproductive health components of the program and other health or nutrition areas as requested. • Integrate key RH packages including MISP, Basic Emergency Obstetric and Neonatal care (BEmONC) in the health facility and surrounding communities. • Ensure international standards and quality benchmarks in RH service delivery are achieved in Ayod. • Provide training, capacity building and support for midwives and other clinical staff (Clinical Officers, CHWs, Nurses and support staff) in the field locations. • Ensure that regular monitoring and evaluation assessments are conducted both against project objectives and to ensure the quality of the programme, with reports being made to the relevant field project manager and country health advisor. • Provide input into the integration of beneficiary participation and accountability in all aspects of the project with a particular emphasis on women’s RH issues and SGBV. • Oversee the process of data collection, collation and dissemination to meet the requirements and deadlines set by Medair and/or external partners related to RH. • Ensure accurate and timely reporting of supervised activities for internal and external reports. • Input into the development of the Ayod intervention strategy, new projects and/or donor proposals as requested by field managers. • Occasionally, provide over-the phone or in-person, after-hours midwifery advice as needed. • Manage the correct and timely ordering of all necessary medicines, supplies and equipment for the assigned RH facilities and activities, ensuring minimum stocks are maintained and items are stored and distributed correctly. • Ensure accurate documentation for all RH stock keeping and stock movement in the field location. • Ensure good quality RH stock keeping in field locations, including cold chain management and proper storage of medical supplies. • Manage relocatable and locally recruited RH staff working in the health facilities • Maintain a focus on building the RH capacity of the team, delegating tasks under supervision as appropriate
<p>Quality Management</p>	<ul style="list-style-type: none"> • Raise the overall standard of the technical aspects of reproductive health services, in line with South Sudan and international guidelines. • Provide technical support to RH staff through on the job and group training. • Perform other tasks as required, as requested by the Health Project Manager including cross coverage for quality supervision in other primary health activities. • Implement, as far as is possible within operational constraints, relevant policies and standards relating to health service delivery including Sphere and HAP standards, Ministry of Health and donor guidelines and other good practice. • Participate as requested in Medair internal workshops and distance learning sessions to keep up with changing trends, new guidelines and best practices.



<p>Staff Management</p> 	<ul style="list-style-type: none"> Assist the Project Manager to manage and oversee the assigned health team including recruitment, day-to-day management, development, training, and appraisals. Facilitate regular team meetings with the RH team, reviewing team and individual objectives, ensuring team members are kept informed of issues relevant to their work and providing an opportunity for feedback. Ensure the assigned health team members receive relevant and appropriate supervision, coaching, mentoring and training in order to develop their personal and professional skills, knowledge and understanding. This may be through on-the-job training and taught sessions. Promote the health and security of the health team by ensuring the application of security guidelines, health and safety in the workplace and healthy living conditions and practices.
<p>Financial Management</p>	<ul style="list-style-type: none"> Work with the relevant field project managers to plan, construct and manage health budgets for the assigned health project(s). Coordinate and oversee petty cash requirements of the assigned health team, ensuring all required paperwork is completed accurately and in a timely manner.
<p>Communication & Coordination</p>	<ul style="list-style-type: none"> Develop and maintain appropriate, regular, transparent and supportive communication structures with the assigned health team, Project Manager and other relevant stakeholders. Represent Medair at relevant local level coordination meetings involving local authorities, UN agencies and other NGOs.
<p>Delegated Responsibilities</p>	<ul style="list-style-type: none"> Achievement of the assigned health project outcomes within the budget and the agreed time frame. Management of the relevant aspects of the health budget for the assigned health project(s). Filing and archiving of all required records and documents for the assigned health project(s) according to the requirements of Medair, donors and relevant local authorities. Line management of assigned health staff, including recruitment, performance monitoring, disciplinary action, etc.

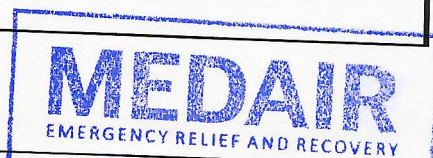
PERSON SPECIFICATION:

QUALIFICATION / EXPERIENCE:	ESSENTIAL	DESIRABLE
<p>Vocational qualification</p>	<ul style="list-style-type: none"> Clinical degree or diploma (midwife, nurse or doctor) 	<ul style="list-style-type: none"> Certificate/diploma in Public Health or Tropical Medicine
<p>Work experience</p>	<ul style="list-style-type: none"> Two years' post-qualification nursing/midwifery / medical professional experience At least one year's experience implementing BEmONC services in a health facility 	<ul style="list-style-type: none"> One year working in a similar organisation (NGO) Recent training in BEmONC
<p>Languages</p>	<ul style="list-style-type: none"> Strong working knowledge of English (spoken and written) and Arabic (spoken) 	<ul style="list-style-type: none"> Ability to speak, or willingness to learn, local language
<p>IT</p>	<ul style="list-style-type: none"> Working knowledge of Microsoft Office programs, in particular Word, Excel, Outlook and PowerPoint. Experience with data entry and 	

	reporting using the computer	
COMPETENCIES	ESSENTIAL	DESIRABLE
Motivation	Self-motivated. Desire to serve the community	
Team building	Enjoys working with a multi-cultural team. Open to sharing and receiving information.	Keeps a positive attitude in difficult situations
Adaptability	Flexible and willing to work in busy environments.	Willingness to learn new skills and sectors
Technical expertise	Experienced with MISP, BEmONC, implementation of full RH package including ANC, PNC, skilled delivery, and SGBV.	Experienced in nutrition programming
Management & Leadership	Previous experience line managing other staff Can work independently to accomplish assigned objectives and tasks. Good planning, organization, and reporting skills. Initiative taker, problem solver	Able to teach and mentor others in order to pass on skills



WORK CONDITIONS	The position will be based in Ayod town and may require travel to other locations within Ayod County to support health programming.
JOB DETAILS	As described above. Details may change due to needs in the community or in the health project's intervention.
JOB COMMITMENT	
Date Issued	24/03/2023
Deadline	12/04/2023 at 5:00 PM South Sudan local time
Planned start date	As soon as possible
Duration of commitment:	To 30/6/23, with possible extension pending performance and funding
Application Details	Please submit your application comprising (1) a comprehensive CV that includes contact details, education and training background, work experience and 3 referees, and (2) a Cover letter detailing how you qualify for this position to: Recruitment Human Resources Department Medair South Sudan - Theo Road, Hai Tong Ping or by e-mail: recruitment-sds@medair.org . Please include: "Reproductive Health Manager Ayod 02" in the subject Line of your Application or on the Envelope.



Note: This position is for South Sudanese nationals Only. As the position is urgently needed, shortlisting shall be conducted on a rolling basis and this position will be filled before the deadline. Due to the large number of applications we receive, only shortlisted candidates shall be contacted.

According to South Sudan labour law, Medair does not discriminate, directly, against any job applicant especially based on race, tribe or place of origin, national extraction, colour, sex, pregnancy or childbirth, marital status, family responsibilities, religious, political opinion and disability.

