

TERMS OF REFERENCE

Position: Health Field Monitor
Locations: RAA and Unity (Two positions in Unity / One in RAA)
Length of contract: One Year
Application start: 16/08/2024
Application end: 04/09/2024

**OVERVIEW OF CTG GLOBAL**

CTG staff and support humanitarian projects in fragile and conflict-affected countries around the world, providing a rapid and cost-effective service for development and humanitarian missions. With past performance in 17 countries – from the Middle East, Africa, Europe, and Asia, we have placed more than 20,000 staff all over the world since operations began in 2006.

CTG recruits, deploys, and manages the right people with the right skills to implement humanitarian and development projects, from cleaners to obstetricians, and mechanics to infection specialists, we're skilled in emergency response to crises such as the Ebola outbreak in West Africa. Key to successful project delivery is the ability to mobilise at speed; CTG can source and deploy anyone, anywhere, in less than 2 weeks and have done so in 48 hours on several occasions.

Through our efficient and agile HR, logistical and operational services, CTG saves multilateral organizations time and money. We handle all our clients' HR related issues, so they are free to focus on their core services.

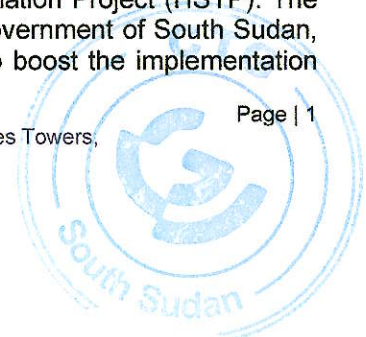
Visit www.ctg.org to find out more

OVERVIEW OF THE POSITION**Purpose of activity / assignment:**

The purpose of the Health Field Monitors is to support the monitoring and supervision of the Health Sector Transformation Project (HSTP) nationwide, more specifically in ten states and 3 Administrative Areas. The Health Field Monitors will work closely with implementing partners (IPs), County Health Department (CHDs), State Ministry of Health (SMOH) and the organisation teams in the field offices as well as country office to ensure full support and adequate project oversight, while simultaneously ensuring timely implementation and high quality, high impact primary health care (PHC) services, through robust coordination, capacity building, data/evidence gathering, and supportive supervision

Background & rationale:

The organisation will be implementing a Health Sector Transformation Project (HSTP). The project will start from July 2024 with a clear commitment from Government of South Sudan, project management Organization and implementing partners to boost the implementation



and achieve better health results and beyond.

The Health Field Monitors will provide technical support to the IPs, and CHDs in their respective counties/state/administrative area of deployment and the organisation Health Staff in both field and country offices for the implementation and monitoring of activities of HSTP.

The project is anchored into 3 outputs: 1) Frontline health and community workers demonstrate improved capacity to provide flexible, integrated services for the management of common childhood illnesses to young children in targeted emergency and non-emergency settings; 2) Frontline health and community workers demonstrate improved capacity to provide quality, essential maternal and neonatal care to pregnant women, adolescent girls, and their babies in emergency and non-emergency settings; and 3) The Government and other partners demonstrate improved capacity to deliver routine and supplementary immunization and respond to disease outbreaks.

An intensive supervision is needed to keep a close monitoring of implementing partner's work on the ground while also providing the necessary technical support to boost the project.

Scope of Work

The Health Field Monitors are expected to have regular travels to health facilities and boma health initiative (BHI) sites in their respective counties in the States/Administrative Area and surrounding areas of the organisation interventions to monitor progress of implementation and quality of services provided/delivered by the organisation partners in the field (including community based interventions); provide quality assurance through on the job course correction; support analysis of partner activity reports; and track achievements against targets

GENERAL FUNCTIONS

Role Objectives

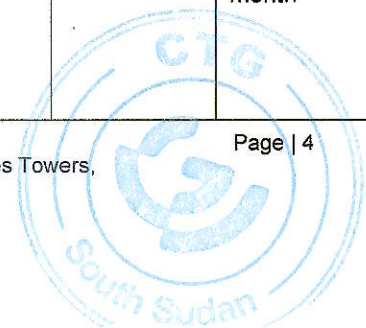
- Participate in monthly HSTP program reviews with Implementing partners (IPs), SMOH, CHD, and other relevant stakeholders to assess the health programme and report on required action/interventions at the higher level of program management.
- Perform frequent supervision visits to implementing partners, health facilities, and boma health initiative (BHI) sites targeted by the project as per agreed planning and using MOH's quantified supervision checklist (QSC) and BHI supervision checklist to assess progress and ensure that results are achieved by implementing partners. Provide technical support, take appropriate action to resolve issues, and/or refer to relevant officials for resolution. Ensure best practices in pharmaceutical supply chain management (PSCM) and ensure use of the Ministry of Health's Pharmaceutical Management Information Systems (PMIS) tool kit. Promptly report to supervisor on critical issues, bottlenecks, and potential problems for timely action to achieve results.
- Strengthen the management capacity of County Health Departments (CHDs) in delivery of high impact Primary Health Care services and in carrying out their key stewardship functions.
- Track and capture lessons learned and best practices in the program and ensure the dissemination and application in other locations to maximize program performance.



- Coordinate and monitor the payment of incentives to health workers through the **HSTP Reporting and Quality Assurance**
 - Prepare supervision visit reports with findings of each visit and corrective actions to be taken to ensure improved health care service delivery at both community and health facilities levels.
 - Convene forums constituting of implementing partner (field based and Country Office-based staff), internal colleagues, and Lot focal persons to discuss key field findings within 5-7 days upon completion of supervision to craft a suitable way forward for performance improvement.
 - Support the implementation of the MOH's standard recording and reporting systems (DHIS2), including the health management information system (HMIS) and the Integrated Disease Surveillance and Response (IDSR).
 - Work with IPs and CHDs to closely monitor natural disasters such as floods, epidemics/outbreaks, and violence/insecurity and timely share reports on such incidences, including recommendations to safeguard assets, and provide timely and adequate response.
 - Monthly, collect and analyze all relevant data and information to gauge the progress of achievement of results under the agreement. Ensure completeness and timeliness of facility and boma reporting and support the use of data for decision-making. The data will come from various sources (i) the MOH's health management information system (HMIS)/DBHIS2; (ii) the MOH's quantitative supervisory checklist (QSC); (iii) BHI supervision checklist and (iv) internal monitoring, spot check, auditing, and verification mechanisms currently used by UNICEF or newly designed for this activity.
- organisation financial service provider to ensure timely and accurate payment using biometric system



Work Assignment Overview			
Tasks/Milestone	Deliverables/Outputs:	Timeline	Deadline
Perform supervision visits to implementing partners, health facilities and communities targeted by the project as per agreed monthly plans. Identify bottlenecks and develop and monitor actions plans for partners.	Monthly information on the status of implementation of agreed initial plan, identified bottlenecks, corrective actions and plans aiming to address the bottlenecks.	July 2024 - 30 June 2025	30th of each month
Conduct on-job training, supportive supervision, and coaching, as needed to health facility staff in specified locations. Supervise training of health workers as required.	Number of locations/health facilities visited; number of health workers trained / coached on-site; number of formal training sessions supervised.		30th of each month
Work with CHDs and IPs and organize monthly planning and activity review meetings at county and closely follow up with partners on capacity building of the CHD.	Number of CHD staff trained / coached; CHD's monitoring plan developed and under implementation; number of field visits implemented jointly with CHD staff.		30th of each month
Monitor closely data collection and reporting into DHIS2 to elaborate monthly and final quarterly analytical reports using HMIS and QSC checklist data. Ensure monthly submission and analysis of pharmaceutical report and provide prompt response to ensure zero stock outs.	Monthly data reports, including completeness and timeliness as well as pharmaceuticals stock status to help inform on the progress of the implementation of the programme, and number of effective documented feedback to IPs. Monthly reports of malaria cases tested, cases positive and number treated.		30th of each month
Develop alongside partners the monthly EPI vaccination plans, and monitor implementation of both static and outreach, and mobile vaccinations including COVID-19 vaccination, and SIAs and other vaccination strategies including dry season vaccination and Big Catch vaccination as required. Support monitoring to ensure availability of vaccine and supplies and functionality of equipment at state, county, and health facility level	Monthly progress of vaccination activities (status of EPI monitoring charts) Monthly stock report of physical stock take of vaccines and devices and cold chain equipment inventory update at all supply chain levels in the state		30th of each month
Monitor implementation of county referral plans, quality of service delivery for Hospitals, PHCCs and PHCUs – BEMONC and CEMONC services, Family Planning and HIV/PMTCT and CMR services	Status of services uptake as per the initial plan and target (a sort of gradient monitoring chart with quantities achieved against quantities planned/expected)		30th of each month
Coordinate and monitor the payment of incentives to health workers through the organisation financial service provider to ensure timely and accurate payment using biometric system	Number of health workers paid timely using the organisation financial service provider		30th of each month



Provide onsite training of BHWs and Health workers to ensure quality primary health care services; static, outreaches, and at community – BHI.	Number of monitoring plan implemented; number of health care workers including BHWs trained / coached.		30th of each month
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Knowledge/Expertise/Skills required:

- Bachelor’s degree in one of the following fields is required: public health, management, family health, health research, global/international health, health policy and/or management, environmental health sciences, biostatistics, socio-medical, health education, epidemiology, or another relevant technical field.
- Demonstrated work experience in the technical area: Minimum 3 years professional work experience; Experience in programme monitoring and reporting; Desired: Experience in working in humanitarian/development sector in South Sudan in field locations; experience to travel and move in the field; Language: English is required. Local language is an asset.
- Experience working in similar context and knowledge of the duty station is considered as an asset.
- Diplomacy, conflict management, flexibility, understanding of local cultural and social practices are key success factors for this consultancy.

A range of specialized skills:

- Excellent oral and written communication skills and report writing.
- In-depth analytical and problem-solving skills.
- Excellent facilitation skills, training skills and ability to organize and implement training.
- Ability to work in a multi-cultural environment and proven interpersonal skills.
- Experience in building successful relationships with government counterparts, UN agencies, CSOs and other relevant stakeholders.
- Ability to cope with hardship conditions.
- Knowledge of computer management skills including Microsoft Word, Excel, and PowerPoint software.

Geographical Experience

Very Important

Project reporting:

This role will work under the technical supervision of Health Specialist

- **Qualified female candidates are encouraged to apply for this role.**
- **Candidates must be locals to the community**

In order to apply for this role please send your CV and Cover letter most preferably by email to the address: southsudan@ctg.org

Please make sure **the subject of your email states Health Field Monitor ”** or your application might be overlooked, please share your CV and cover letter as one document, please a cover letter is mandatory In Juba – Please deliver you application to CTG office in Rock city

IMPORTANT REQUEST

- Please note to name your CV by name e.g., “**Mary Deo- CV**” or “**CV- John Smith**”
- Kindly avoid naming CV as CV, Updated CV, by Job tittle or organization name

For hard copy deliveries kindly include position applied for on the envelope.

