

JOB DESCRIPTION

Job title:	Health Officer	Location:	Northern Bhar El Ghazal, South Sudan
Department:	Technical	Length of contract:	10 Months
Role type:	National	Grade:	7
Travel involved:	Up to 80% travel to areas of operation	Child safeguarding level:	2- medium risk
Reporting to:	Line manager: HSTP Lot Coordinator	Direct reports:	Field and Nutrition Officer
	Dotted line manager: Country Technical Coordinator		

Organisational background

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and International organisations to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- Disease prevention, diagnosis and treatment
- Disease control and elimination
- Systems strengthening
- Research, monitoring and evaluation leading to best practice
- Behaviour change communication
- National and international advocacy and policy development and quality of healthcare.

Country and project background

Malaria Consortium began activities in South Sudan in 2005, its main office is in Juba and sub offices in Aweil, Northern Bar el Ghazel, Jonglei and Upper Nile. Its programme areas include Integrated Community Case Management (ICCM), Boma Health Initiative, Nutrition for children under five years of age, health systems management, and LLIN mass distribution. We also work with the MoH on policy and guideline development. These programs are currently funded by UNICEF, Health Pooled Fund (HPF) and Global Fund.

The development objective of the Health Sector Transformation Project for South Sudan is to expand access to a basic package of health and nutrition services, improve health sector stewardship, and strengthen the health system. The project comprises of four components.

The first component, provision of basic health services nationwide will deliver basic health services nationwide, guided by the Ministry of Health (MoH's) health sector strategic plan (HSSP) and building on the experiences obtained under the Coronavirus disease 2019 (COVID-19) Emergency Response and Health System Preparedness Project (CERHSPP) and the health pooled fund (HPF), with a focus on improving service availability including to refugees and host communities. It consists of following sub-components: (i) delivery of high impact basic health and nutrition services nationwide through health facilities; (ii) Boma health initiative; (iii) pharmaceutical and supply last mile delivery; and (iv) climate resilient health service delivery.

The second component, health systems strengthening is aligned with the MoH's HSSP and will undertake activities to strengthen South Sudan's health system to facilitate health service access and capacity improvements, with an emphasis on developing the stewardship capacity of the MoH, State Ministry of Health (SMoHs), and CHDs. It consists of following sub-components: (i) health emergency preparedness and response, laboratory strengthening, and disease control; (ii) blood banking and transfusion; (iii) health service quality improvement; (iv) health management information systems; and (iv) health sector stewardship and financing.

The third component, monitoring and evaluation (M and E) and project management will finance costs related to M and E and management of project activities. It consists of following sub-components: (i) third party monitoring; (ii) data analysis and visualization platform; (iii) contract and program management capacity development; and (iv) project management.

The fourth component, contingent emergency response component (CERC) objective is to facilitate access to rapid financing by allowing for reallocation of uncommitted project funds in the event of an eligible emergency, such as a disease outbreak or health emergency with the potential to cause a major adverse economic and or social impact.

Job purpose

The Health Officer is responsible for the implementation and technical assistance provision for the integration of primary, secondary and maternal, neonatal and child health activities in the program.

Scope of work

The Health Officer will work closely with the Country Technical Coordinator to contribute and improve the health of the targeted beneficiaries through provision of quality primary and secondary health care, including integrated maternal, neonatal and child health services. This requires technical assistance provision and guidance of PHC, SHC and MNCH services. The Health Officer builds the capacity of staff, establishes clear systems and protocols to ensure PHC, SHC and MNCH services are of high quality and meet both international and national standards.

Key working relationships

The Health Officer will be working under the supervision of the Lot Coordinator. The Postholder will work closely with the Country Technical Coordinator and Field Coordinator. The Postholder will also work with the M&E Coordinator/officer and supervising Field and Nutrition Officer. The Health Officer will be based in Aweil Centre County, but will be responsible, and working with the Country Technical Coordinator, for the design and implementation of Primary and Secondary Health Care activities at PHCC, PHCUs, Hospital and Boma Health Initiative activities in throughout Northern Behr el Ghazal.

Key accountabilities (percent of time spent on each area)

Technical Guidance and Leadership (50%)

- Lead a team of technical focal points, responsible for managing activities within their respective technical areas, aligned to the objectives and targets set forth by the project
- Ensure that activities are carried out as outline in the activity plan, following best practices and aligned to the country treatment and health service delivery guideline
- Identify training needs of staff and County Health Department (CHD) counterparts and develop capacity building trainings and mentorship to strengthen implementation of services, technical capacity of Hospital, PHCC, PHCU personnel and CHD
- Strengthen the capacity of the CHD in technical planning, implementation, monitoring and evaluation, reporting and advocacy of PHC, SHC, MNCH services in order to prepare the CHD for future handover
- Implement and monitor case management based on existing guidelines and protocols.
- Provide technical support in the implementation of PHC, SHC and MNCH activities by following the basic package of health and nutrition.
- Ensure SOP and quality assurance practices across health sector resulting into reduction in epidemiological cases.
- Organise and participate in joint supportive supervisions, mentoring and coaching missions to health facilities.
- Ensure all health facilities have staff attendance registers and duty rosters.
- Travel frequently to MC and partner-supported sites for supervisory visits.

Program Design, Development, and Implementation (35%)

- Plan and coordinate the implementation of all PHC, SHC and MNCH activities to be in-line with approved budgets, donor requirements and program deliverables and timelines
- Manage PHC, SHC and MNCH activities in support of the Lot Coordinator, develop regular work plans, reports, and contribute to the development of budget forecasts and spending plans.
- Oversee the implementation of a monitoring and evaluation plan for Primary/ Secondary health Care and BHI activities, in line with the MC results framework and donor guidelines.
- Provide technical support to service providers on the Basic/Comprehensive Emergency Obstetric Care (B/CEmONC) in PHCC's, and Hospital and Supervise provision of comprehensive antenatal care to pregnant women attending ANC services in collaboration with midwives.
- Supervise provision of postnatal care as per the protocols to all women attending PNC clinic.
- Supervise family planning and STI management.
- Ensure infection control and universal precautions are adhered to at the health facilities.
- Conduct on-job training to midwives and other staff during service delivery when requested to do so.

Representation and Coordination (15%)

- Represent MC and liaise with local authorities, Ministry of Health, UN, and clusters and nutrition fora to facilitate successful coordination of activities and ensure transparency in the community
- Liaise regularly with the Field coordinator and CTC to provide updates on the program, discuss emerging challenges, and collaborate on the design of new programs or changes to existing programs.

Person specification

Qualifications and experience:

Essential:

- Master's degree in medicine, Surgery, Nursing, Public health or similar field
- Medical or nursing undergraduate degree

- 5-7 years of experience in implementing Primary health care and MNCH programmes in humanitarian or emergency settings
- Experience in carrying out M&E, supporting health system strengthening and/or maternal and child health projects
- Experience in managing and working with a multicultural staff
- Experience managing large projects and planning the successful implementation of activities.

Desirable:

- Experience and/or knowledge of South Sudan (history, politics, culture, etc.) and sensitive to issues involved in working there

Work-based skills:

Essential:

- Highly motivated self-starter who takes direction well, but also works independently.
- Demonstrated ability to work in a fast-paced environment with tight deadlines, effectively managing multiple priorities
- Must be fluent in English
- Strong verbal and written communication experience
- Strong computer literacy with strong skills in Microsoft Office
- Strong participatory leadership and interpersonal skills
- Ability to motivate and counsel staff working in a complex emergency environment
- Extremely flexible with the ability to cope with stressful situations
- Willingness to frequently travel and live in remote and sometimes insecure locations

Core competencies:
Delivering results
<p>LEVEL B - Takes on pieces of work when required and demonstrates excellent project management skills</p> <ul style="list-style-type: none"> ✓ Shows a flexible approach to taking on additional work / responsibilities when needed to achieve results ✓ Demonstrates excellent project management skills to agreed timescales (timelines, targets, donor requirements) ✓ Makes clear and timely decisions within remit of own role
Analysis and use of information
<p>LEVEL B - Uses evidence to support work</p> <ul style="list-style-type: none"> ✓ Identifies and uses various sources of evidence and feedback to support outputs ✓ Uses evidence to evaluate policies, projects and programmes ✓ Identifies links between events and information identifying trends, issues and risks ✓ Ensures systems are in place to address organisation needs
Interpersonal and communications
<p>LEVEL C - Adapts communications effectively</p> <ul style="list-style-type: none"> ✓ Tailors communication (content, style and medium) to diverse audiences ✓ Communicates equally effectively at all organisational levels ✓ Understands others' underlying needs, concerns and motivations and communicates effectively in sensitive situations ✓ Resolves intra-team and inter-team conflicts effectively
Collaboration and partnering
<p>LEVEL B - Collaborates effectively across teams</p> <ul style="list-style-type: none"> ✓ Proactive in providing and seeking support from expert colleagues ✓ Raises difficult issues with teams/ partners and stakeholders with a view to positive resolution ✓ Proactive in building a rapport with a diverse range of people
Leading and motivating people
<p>LEVEL B - Manages own development and seeks opportunities</p> <ul style="list-style-type: none"> ✓ Actively manages own development and performance positively ✓ Learns lessons from successes and failures ✓ Seeks and explores opportunities within Malaria Consortium which develop skills and expertise
Flexibility/ adaptability
<p>LEVEL B - Remains professional under external pressure</p> <ul style="list-style-type: none"> ✓ Able to adapt to changing situations effortlessly ✓ Remains constructive and positive under stress and able to tolerate difficult situations and environments ✓ Plans, prioritises and performs tasks well under pressure ✓ Learns from own successes / mistakes
Living the values
<p>LEVEL B - Promotes Malaria Consortium values amongst peers</p> <ul style="list-style-type: none"> ✓ Shows a readiness to promote Malaria Consortium's values amongst peers ✓ Promotes ethical and professional behaviour in line with Malaria Consortium's values
Strategic planning and thinking and sector awareness
<p>LEVEL B - Is aware of others' activities and vice versa in planning activities</p> <ul style="list-style-type: none"> ✓ Takes account of team members and others' workloads when planning. ✓ Maintains awareness of impact on other parts of the organisation, keeping abreast of other's activities, objectives, commitments and needs ✓ Has a good understanding of the sector in which Malaria Consortium works