



## JOB DESCRIPTION

IDENTIFICATION	
<b>Job Title</b>	Regional Health Workforce Technical Lead
<b>Reporting To</b>	Director, Research, Innovation and Community Extension
<b>Project</b>	Learning for Life Programme: Building a Resilient and Responsive Health Workforce in Africa
<b>Duration of Contract</b>	Two years (renewable)
<b>Duty Station</b>	Nairobi, Amref International University

### 1.0 ABOUT AMREF INTERNATIONAL UNIVERSITY

Amref Health Africa was founded in 1957 and has since grown to become the largest African-based international health development organisation; currently implementing more than 180 programmes, reaching more than 40 million people across 35 African countries; and a staff complement of over 2,000. Headquartered in Nairobi, Kenya, Amref Health Africa has offices in ten countries in Africa – Burkina Faso, Ethiopia, Guinea (Conakry), Kenya, Malawi, Senegal, South Sudan, Tanzania, Uganda and Zambia. An additional eleven advocacy and fundraising offices are located in Europe and North America.

Amref International University (AMIU) was founded in 2017 as a premier Pan-African institution specializing in health sciences and operates as an affiliate of Amref Health Africa. Leveraging the extensive expertise and legacy of Amref Health Africa, renowned for over 60 years of pioneering public and community health initiatives across more than 30 African nations, AMIU is dedicated to advancing education, research, and outreach in health sciences. With a core focus on promotive, preventive, rehabilitative, and palliative healthcare, the university offers a comprehensive range of academic programmes, including postgraduate, undergraduate, higher diploma, diploma, and certificate courses, alongside Continuing Professional Development (CPD) courses tailored to equip healthcare professionals for diverse roles within the health sector.

### 2.0 ABOUT THE ROLE

*The Learning for Life (L4L): Building a Resilient and Responsive Health Workforce in Africa* programme which sits within the Institute of Capacity Development (ICD), is a 4-year programme in partnership with the Mastercard Foundation that will be implemented in Kenya, Senegal and Zambia during this first phase. The estimated ratio of health workers per population in Africa is 11.2 workers per 10,000 people, far below the World Health Organisation (WHO) recommended ratio of 44.5. It is estimated that the global shortage of health workers will increase from 12 to 18 million by 2030 – which translates to a shortage of six million health workers. Africa also has the world's fastest growing population, which presents governments and policy makers with opportunities and challenges to ensure sufficient livelihood opportunities for its young population. To address these challenges and accelerate the current Universal Health Coverage (UHC) gains, Amref is implementing this innovative, multi-country, multi-million dollar programme with the ultimate aim of contributing to increased and sustainable job creation within primary health care (PHC) sectors across Africa. The programme is a part of the [Africa Higher Education Health Collaborative \(HC\)](#).

The Health Workforce Technical Lead collaborates closely with various stakeholders including Amref Health Africa, AMIU, the implementing countries, partner universities within the HC network, and relevant entities. S/he will contribute to the development of a Primary Health Care (PHC) ecosystem characterized by appropriately skilled health workers, with a focus on youth, young women, and vulnerable individuals such as

those experiencing poverty and persons with disabilities (PWD). S/he will identify skills gaps among health workers in PHC settings, customize training resources and methodologies to address these gaps towards improving health workers' access to primary and secondary employment opportunities.

S/he oversees transformative health workforce training initiatives within AMIU's scope in the Learning for Life programme. S/he serves as a bridge between AMIU and other Amref entities, ensuring cohesive resource production and deployment for health workforce training in the region.

Reporting to the Director, Research, Innovation, and Community Extension, the position entails spearheading the development and implementation of responsive training resources based on regional health workforce expertise. S/he represents AMIU in advocacy forums for policy enhancements aimed at strengthening health workforce training in the programme implementing countries, while also establishing networks with regional training partners to document emerging health workforce training insights and evidence for regional practice.

### **3.0 ABOUT YOU**

You are a seasoned leader with regional experience in health workforce training and can effectively align training activities with the established needs and policy priorities of the target audiences. You are a problem solver and an out-of-the-box thinker that can drive the development of innovative solutions to address challenges in creating a fit-for-purpose health workforce for absorption into the health and related sectors. You have a high level of EQ and can work collaboratively with cross-cultural teams towards a common goal.

You are an excellent communicator and a leader that can inspire your team. You are confident, and can communicate directions and solutions clearly to both technical and non-technical staff. You're a team player, who's pragmatic and driven, and ultimately has a passion for delivering sustainable impact!

### **4.0 PRINCIPAL RESPONSIBILITIES**

#### **Leadership and Management**

- Provide overall leadership of the AMIU's scope of the Learning for Life programme
- Be an active member of the Project Implementation Team (PIT) to formulate a performance work plan aligned with the objectives of the programme.
- Oversee the implementation of the programme's scholarships, targeting health workforce scholars from implementing countries.

#### **Technical Assistance**

- Through the Programme Director, work closely the implementation teams and stakeholders to develop comprehensive performance work plans tailored to the local context and specific health workforce capacity-building needs.
- Lead the assessment, design, and implementation of capacity-building initiatives related to the health workforce aimed at generating primary and secondary employment opportunities within targeted Primary Healthcare (PHC) settings.
- Support the development of innovative entrepreneurial initiatives aimed at creating secondary employment opportunities for health workforce personnel in implementing countries.
- Facilitate the incorporation of emerging health workforce transformative competencies into the core curriculum of health sciences training programmes in partner universities.
- Ensure the continuous development of high-quality, updated health workforce training resources to address skills gaps identified within implementing countries.

#### **Partnership and Collaboration**

- Engage in meaningful stakeholder consultations and interventions to facilitate the development of competent health workforce personnel at both pre-service and in-service levels.

- Collaborate with implementing countries, health workforce focal persons, and local Ministry of Health representatives to create customized training materials conducive to the employment of healthcare workers.

### **Monitoring, Evaluation, Research and Learning**

- Guide the programme Monitoring & Evaluation resource person to effectively monitor the progress of the programme and drive the implementation of corrective measures as necessary.
- Facilitate the execution of implementation research, dissemination of lessons learned, sharing of promising practices, and adoption of effective strategies within the Health Collaborative network to foster a sustainable PHC ecosystem where health workforce personnel have dignified and fulfilling work.

### **Thought Leadership**

- Offer strategic advice to the AMIU Director, Research, Innovation, and Community Extension on addressing health inequalities within the PHC ecosystem through health workforce capacity building in targeted countries.
- Guide the AMIU Director, Research, Innovation, and Community Extension, as well as the HC Advisory Committee, on context-specific strategies to enhance health workforce access to employment opportunities in PHC settings across implementing countries.

## **5.0 REQUIRED QUALIFICATIONS**

### **Education and Professional Qualifications**

A master's degree in health sciences, public health, health administration, health workforce, health economics, or other relevant fields with substantial experience in health workforce training and management in a developing economy context.

### **Required Experience**

- At least five years of related professional experience, with technical knowledge and understanding of health systems and health workforce work contexts
- Demonstrated ability to plan and implement innovative health workforce training and capacity-building interventions using various methods and approaches.
- Demonstrated ability to provide technical assistance in cross-country programmes in settings with diverse cultural contexts
- Ability to build positive working relationships, characterised by mutual respect and professional courtesy, with counterparts and programme partners across cultural, linguistic and geographic boundaries.
- Excellent interpersonal skills and ability to work successfully in multi-disciplinary teams; manage multiple tasks concurrently; meet deadlines with attention to detail and quality.
- Understanding of health workforce policies in the region and how they affect health workers' capacity building, regulation and retention
- Ability to work/travel in remote areas of the assigned regions on short notice.
- Strong leadership skills and ability to transfer this skill to others.

### **Knowledge, Skills and Competencies**

- Must be ICT proficient.
- Teamwork
- Mentoring and Coaching
- Medical education skills
- Analytical and attention to details

- Good coordination, problem-solving and networking skills.
- Demonstrated self-starter (i.e., motivation, dealing with pressure, adaptability).
- Oral and written fluency in English is required. Knowledge of French is an added advantage.
- Strong writing and presentation skills with the ability to communicate well within and across diverse groups.
- Ability to interact skilfully and diplomatically with numerous counterparts, including donors, Ministry of Health officials, local partners, and other NGOs.

*Amref International University is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff to share this commitment. It is an equal-opportunity employer and has a non-smoking environment policy.*

### **Compensation**

This role attracts internationally competitive benefits including relocation for internationally recruited staff.

### **1. HOW TO APPLY?**

Interested? Please visit our website <https://amref.org/vacancies/> to make your application. You will be directed to our online portal where you will need to create an account in order for you to be able to submit your application. Your application should include a cover letter detailing why you are the best fit for this position and your CV with relevant skills and experience. **Closing date will be 30<sup>th</sup> May 2024. Please note that applications will be reviewed on a rolling basis, and early submissions are encouraged.** Only shortlisted candidates will be contacted.

*Duly note that Amref International University does not require applicants to pay any money at whatever stage of the recruitment and selection process and has not retained any agent in connection with recruitment. Although Amref may use different job boards from time to time to further spread its reach for applicants, all open vacancies are published on our website under the Vacancies page and on our official social media pages. Kindly also note that official emails from Amref International University OR Amref Health Africa will arrive from an [@amref.org](mailto:@amref.org) address.*

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