

# ROLE PURPOSE: HEALTH SYSTEM STRENGTHENING LEAD



## Our Vision

We see a world in which no person is needlessly or visually impaired.



## Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation, we offer a career where your talent and energy will help many see tomorrow.

## How we value your contribution:

### Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

### 13<sup>th</sup> month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

### Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

### Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

### Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

### Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

### Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

### Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

### Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

### Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

### Health & safety

We are committed to supporting your health, safety, and wellbeing. If required, you and your family will have access to free external, professional, and confidential counselling assistance if you need help with personal, family or employment related matters.

## To work in the Foundation, you will:

- Be eligible to work in the country where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.
- Be prepared to share evidence of full vaccination against COVID 19



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

## ROLE PURPOSE

<b>Role Title:</b> Health Systems Strengthening Lead	<b>Division:</b> Programs	<b>Location:</b> Addis Ababa	<b>Date:</b> January 2023
<b>Employment type:</b> Full time, Fixed Term contract	<b>Reports to:</b> Deputy Country Director/Head of Programs	<b>Reports:</b> Number of direct 2-3	<b>Leadership Band:</b> Leads Others

### **Purpose of the role:**

The Health Systems Strengthening Lead will be accountable for overall health systems strengthening and integrated people-centered eye care (IPEC) initiatives of the Foundation in country. Responsible for developing systems and processes aligned with the national eye health policies, guidelines, and manuals. Additionally, the role will be engaged in building the capacity of relevant bodies to facilitate the health systems strengthening component of various projects at The Fred Hollows Foundation (FHF) and partner level. The incumbent is responsible for managing eye health programs and initiatives of the FHFE.

The Health Systems Strengthening Lead serves as a member of the Programs Team to help guide strategic decisions in Eye Health under the leadership of the DCD/Head of Programs. S/he supports the implementation of the eye health projects and Health System Strengthening initiatives of The Foundation's in-country programs, with a key role in establishing, promoting, and implementing the use of health systems strengthening (HSS) systems and processes that measure and demonstrate programs' performance & strategic impact and promote evidence-based decision-making. Particular emphasis will be placed on Eye Care within the Health Systems building blocks and delivery of IPEC initiatives in alignment with the FHF Ethiopia country strategy.

### **Key responsibilities include:**

#### **Program Management:**

- Responsible for providing guidance, oversight and management support to the Eye Health Team.
- Responsible for leading the design and implementation of eye care and the health systems strengthening for eye care.
- Coordinate and oversee key activities related to Comprehensive Eye Care (CEC) and the Advancing IPEC (A-IPEC) projects in Ethiopia, including engagement with relevant national and international stakeholders.
- Develop and oversee projects from the HSS framework, conducting surveys and assessments, documenting lessons-learned, and producing timely, accurate, and complete reports.
- Support Program Managers to design HSS for their respective projects and track progress made.
- Collect, aggregate, analysis and present data about the projects for learning and reporting to the donor that underscores the link between intervention investments and health outcome gains.
- Manage partner relationships within the agreed governance frameworks of FHF.
- Must guarantee effective oversight, regulation, and accountability at national and regional level.
- Lead the development, planning, coordination and implementation of the CEC and A-IPEC projects in partnership with the ministry of health (MoH), Oromia Regional Health Bureau (ORHB), partner hospitals and zonal health authorities, in line with strategic objectives and project governance frameworks.
- Support the Government stakeholders for efficient, effective, and accessible health services.
- Focus on the workforce capacity building.
- Liaise with government offices to generate useful data on health determinants and health systems performance to ensure evidence-based decisions at all levels.
- Strengthen the government initiatives and systems to raise adequate funds for Eye health ensuring that people can access affordable services.
- Need to consolidate efforts and support resource mobilization for eye health at all levels.
- Strengthen the data management systems and ensure eye care data is used for decision making.

#### **HSS implementation**

- Responsible for design of Health system strengthening plan for Ethiopia Program.
- Develop tools and framework to guide the health systems initiation of the Ethiopia program.
- Support the program team in the development of the HSS components specific to projects and as required for specific donors.

- Ensure HSS progress is in line with program design, donor, and partner agreements, and update the management as per set standards and schedule.
- Carry out accountability of the program including practical capacity building for HSS and advice on planning/reporting and using results.
- Provide technical support and input into concept notes and proposal development to ensure HSS approaches are effectively incorporated in accordance with program policies and donor obligations.
- Provide technical support to and build capacity in the country office by identifying and supporting the implementation of effective, cost efficient and meaningful HSS.
- Work closely with the key MOH departments/units and other stakeholders to identify priorities in terms of HSS on health sector planning and budgeting, human resource development, quality Assurance / quality Improvement with emphasis on eye health.
- Participate in program design and proposal discussions on HSS, including theory of change development, grant log frame and indicator selection, grant performance analysis, grant evaluation, data quality audit, and budgeting for HSS.
- Establish and lead in managing mechanisms for HSS information sharing, participation, and feedback on HSS issues.
- Support FHF's good partnership and approaches of collaboration with NGOs and other stakeholders.
- Provide advice and practical support to staff undertaking HSS and fundraising activities.
- Collaborate with the HSS experts in the Foundation and with donors for experience sharing and learning.
- Communicating HSS learnings and results to influence key stakeholders (internally and externally) including policy and decision-makers.
- Participate in relevant Policy / HSS related working groups.

#### **IPEC implementation**

- Coordinate and manage relationships with key stakeholders, including with MOH and internally, to strengthen capacity of government at all levels to implement IPEC in health systems.
- Support development and implementation of high-level advocacy, in collaboration with The Foundation's global A-IPEC project team and advocacy team, to ensure IPEC recommendations and interventions are embedded in relevant government policy and plans.
- Facilitate training, learning and evaluation activities to achieve evidence-based practice change and policy

#### **Program Quality Assurance:**

- Work closely with the M&E Coordinator to implement the use of Monitoring, Evaluation & Learning (MEL) systems and processes that measure and demonstrate programs' performance & strategic impact, and promote evidence-based decision-making.
- Work closely with the Medical Team to ensure clinical quality is at the center of the work.
- Support capacity building of the Eye Health project team on the use of monitoring, reporting, and learning systems/tools and implement quality improvement initiatives.
- With the guidance of the Medical Team, implement proven and effective quality measures.
- Contribute to the development of quality assurance and monitoring and evaluation mechanisms, and health system strengthening in the project operational zones.
- Accountable for development and submission of timely high quality and analytical progress reports (narrative and financial) of the project .
- Maintain updated / analysed program data for sharing and program learning.
- Document and share innovation, best practices and/or case studies that demonstrate progress towards achieving project objectives through formal reports and relevant formal and/or informal platforms.

#### **Advocacy and Partnership**

- Build strong relationship with key partners and stakeholders -especially with the donors, hospitals, National Task forces and all relevant government offices at national and regional levels in Ethiopia.
- Raise the profile of preventable blindness as a health issue and build support for FHF'S programs.
- Network widely with government and NGOs involved in eye health work and related development issues.
- Support ORHB and Ministry of Health (MoH) for health systems strengthening.
- Work closely with partners and stakeholders to identify issues that require advocacy interventions and

enhance networking

- Represent FHF Ethiopia in appropriate meetings and conferences when required.

### **Financial and Resource Management**

- Lead and support the eye health team, and partners prepare annual financial budgets and monitor expenditure against these.
- Ensure that partners submit timely monthly/or and quarterly financial returns.
- In collaboration with Finance Manager, advice and assist Partners in setting up effective financial systems appropriate to the implementation.
- Work with the zonal and woreda health offices for effective and efficient management and utilization of project resources.

### **Compliance and Planning**

- Provide leadership ,coordination and direction to project team and partners for the timely development of annual work plans, project documents and reports ( quarterly ,annual ) ensuring high quality and in conformity to organizational and donor requirements.
- Work closely with finance and operations team of FHFE and the CSN to ensure FHFE is in compliance with while managing the eye health projects.
- Demonstrate compliance with all legislations and the foundation’s policies and procedures.

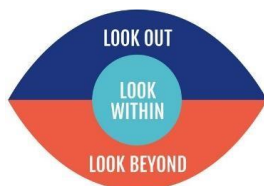
### **Information & communication Management**

- Support the Foundation fundraising initiatives by ensuring that the public affairs and programs development units receive appropriate materials /reports and information to highlight the eye health projects results and lessons.

### **Team Contribution**

- Ensure effective communication and conflict resolution mechanisms that promotes team work
- Constructively contribute and collaborate with all colleagues, while strengthening intra and Inter departmental collaboration for efficiency

### **Our Capabilities:**



### **As a member of The Foundation Family you will:**

1. Live by the values of The Foundation and support The Foundation’s culture, performance, and brand.
2. Adhere to all The Foundation’s policies and procedures.
3. Strengthen the health, safety, and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions.

### **Essential Experience:**

- At least 8 years of applied experience in HSS preferably in eye health.
- Previous experience working in international development organizations.
- Excellent partnership development and collaboration skills, including with Ministries of Health, private sector stakeholders, and other donors at both senior and technical levels.
- Knowledge of reporting procedures, best practices, guidelines and health policies.
- Demonstrated ability to plan, schedule and lead effective data collection for HSS, and coordinate with implementing partners and coordination bodies.
- Experience in Capacity building and systems development.

**Skills:**

- Demonstrated experience in implementing robust HSS programs at national/regional context, with technical expertise in one or more of the following areas: policy reform, service coverage, supply chain management, information systems, workforce alignment and/or related areas of health system strengthening.
- Demonstrated capacity to build and maintain productive working relationships with a wide network of partners and stakeholders.
- Strong interpersonal and communication skills, initiative and good judgment.
- Superior presentation skills (both written and oral) and ability to communicate technical materials to a mix of audiences and for differing purposes using print, electronic, and presentation media.
- Well-developed leadership qualities.
- Strong influencing and negotiation skills.
- Demonstrated capacity to work effectively in cross cultural / mixed language environments.
- Maturity, High degree of integrity and professionalism.
- Experience in advocacy and influencing at national and regional level.
- Demonstrated capacity to build and maintain productive working relationships with a wide network of partners and stakeholders.
- Ability to coach, mentor and develop technical capacity in national programs and technical staff.
- Conceptual, analytical and problem-solving skills.

**Qualifications:**

Master's degree in health care financing, international development, public policy, or related field.

**Travel:**

Domestic

**Desirable Experience:**

- Demonstrated experience in health care financing.
- Experience in Eye health programs in an International NGO setting.

**The position involves:**

This position does involve "Working with Children" either direct or indirect.