

# ROLE PURPOSE: REGIONAL NTD TECHNICAL ADVISOR



## 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.

### 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 Australia and other regions 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.



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

<b>Role Title:</b> Regional NTD Technical Advisor	<b>Division:</b> Programs	<b>Location:</b> Addis Ababa, Ethiopia	<b>Date:</b> April 2023
<b>Employment type:</b> Full time Fixed Term	<b>Reports to:</b> Deputy Country Manager	<b>Number of direct reports:</b> NIL	<b>Leadership Band:</b> Leads Self

## **Purpose of the role:**

Reporting directly to Deputy Country Manager (DCM), the Regional NTD Technical Advisor will be an integral part of the Oromia Regional NTD team and is responsible for overall technical guidance and provision of wide range of support to the regional zonal NTD teams. S/he provides technical support to the regional health Bureau to strengthen the planning, implementation, monitoring, and evaluation of the WHO endorsed SAFE strategy for the elimination of blinding trachoma as well as other NTDs, this may include but not limited to strategic program design, work planning, and stakeholder coordination. S/he will ensure that NTD issues are high on the agenda and are appropriately resourced. S/he will be based in Oromia Regional Health Bureau and is required to travel frequently to all zones of Oromia region.

## **Key responsibilities include:**

### **Program Management:**

- Program Implementation, Technical Assistance, Capacity building and Partnership
- Support the development of region wide NTD annual implementation plans and advocate for appropriate resource allocation in the regional, Zone and woreda health offices annual budget.
- Support the NTD team in program coordination, provision of supportive supervision and other technical assistance in the implementation of SAFE strategy and NTD programs in all zones.
- Facilitate sharing of technical approaches, lessons learned and best practices across each zone.
- Identify gaps and provide training and other capacity building measures to regional and Zonal NTD unit in the implementation of SAFE strategy.
- Support the NTD team in managing and building partnerships and resource mobilization for implementation of SAFE strategy and other NTD programs.
- Organize and facilitate regional level NTD/trachoma elimination taskforce meetings on regular basis.
- Maintain adequate records of activities, reports and baseline data of each zone and prepare periodic activity reports and submit to the Regional Health Bureau and the Fred Hollows Foundation
- Perform out assignments as may be required and as directed by the immediate supervisor at ORHB and at the foundation.

### **Compliance and planning:**

- Actively participate in the preparation, implementation and reporting of plans and forecasts in line with agreed measures and timeframes
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- Demonstrate compliance with all legislation and The Foundation's policies and procedures.
- Observes ORHB rules and regulations as appropriate.
- Undertake training as required and as agreed with manager.
- Promote and model appropriate behavior to support The Foundation's culture, performance and brand
- Adhere to all health and safety policies and procedures of The Foundation and take all reasonable care that your actions or omissions do not impact on the health and safety of others in The Foundation.

### **Team Contribution**

- Constructively contribute and collaborate with all colleagues.
- Delivery high quality work that supports our global operating environment.
- Demonstrate compliance with all legislation, The Foundation's policies and procedures, and the requirements of Good Clinical Practices (GCP).

## Values and Behavior

- Show an active interest in and commitment to Trachoma Elimination in Ethiopia.
- Promote and role model appropriate behavior to support The Foundation's culture, performance and brand.
- Actively support The Foundations commitment to the principles of diversity and inclusion.
- Actively demonstrate the organizational values:
  - **Integrity:** We stand up for what is right
  - **Collaboration:** We are stronger together
  - **Empowerment:** We make a difference
  - **Action:** We focus on results

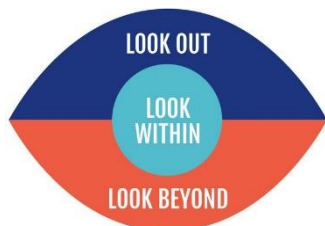
## Health, Safety & Wellbeing

- Adhere to all health and safety policies and procedures of The Foundation and take all reasonable care that your actions or omissions do not impact on the health and safety of others in The Foundation.
- Identify, assess, prioritize, and control risks arising from the operation of the division in relation to the impact on the health and safety of all staff, contractors, and visitors.
- Ensure that a system of work is safe and without risk to health is developed, documented, and followed by workers and others through appropriate training, supervision, and monitoring.
- Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers or others in their charge including contractors whom they engage.

## Other Responsibilities:

- Represent FHF Ethiopia in appropriate level discussions, meetings and conferences when required.
- Perform duties assigned by the DCM.

## Our Capabilities:



## As a member of the Foundation Family you will:

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

## Essential Experience:

- Extensive work experience in an international development sector in Ethiopia
- Supportive and encouraging management style, with demonstrated track record managing the performance and development of a small team of staff.
- Knowledge of recent national health policy issues
- Knowledge of international and national standard operating procedures
- Knowledge of Eye health programs
- Local knowledge of Oromia context.

## Skills:

- Excellent proficiency in Word, Power Point, Access, Excel.
- Excellent team and independent work skills.
- Fluency in English and Afan Oromo.
- Proven presentation, communication and report writing skills.
- Analytical skills Attributes
- Demonstrated capacity to work effectively in cross-cultural / mixed language environments.
- Willingness to be based in Oromia with frequent visits to the field sites in surrounding woreda.

## Desirable Experience:

- Minimum of five years of relevant experience in public health, eye care or disease prevention and control programs
- Experience in trachoma programs in an international NGO setting
- Experience in Technical capacity building in government settings

**Other:**

- Eligibility to work in Ethiopia.
- Preparedness to undergo background checks including Criminal records check and qualifications check.

**Qualifications:**

- At least master's degree in public health or equivalent from a recognized institution

**Travel:** Domestic/International

**The position involves:**

- This position is recognised as having "Contact with Children" either direct or indirect