

ROLE PURPOSE



Role Title: Head of Programmes

Division: Programs & Partners

Location: Addis Ababa, Ethiopia

Date: November 2025

Employment type Permanent contract with flexible work arrangement

Reports to: Country Manager

Number of direct reports: 5

Leadership Band: Lead Others

Purpose of the role:

The Head of Program & Partnership provides strategic leadership and oversight of FHF's program portfolio and partnership strategy in Ethiopia. The role ensures programs are technically sound, evidence-based, and effectively implemented, while cultivating strong partnerships with government, donors, NGOs, private sector actors, and communities. It also supports the Country Manager in ensuring operational, technical, and strategic continuity.

The position oversees advisor functions (Eye Health, Trachoma, Clinical Quality, Policy & Influence) and MERLA, enabling integrated, high-impact programming aligned with FHF's mission to eliminate avoidable blindness and trachoma in Ethiopia. The Head of Program & Partnership will own the outcomes of:

- 1. Strategic Leadership & Program Oversight**
Lead program design, planning, implementation, and performance management; ensure alignment with FHF strategies and national priorities; oversee technical advisors, MERLA, and program teams; support the Country Manager in strategy execution and operational continuity.
- 2. Partnership Development & Management**
Develop and manage strategic partnerships with government, donors, NGOs, private sector, and communities; negotiate and strengthen collaborations to enhance program reach and sustainability; represent FHF in high-level forums to influence policy and resource allocation.
- 3. Technical Oversight & Integration**
Oversee technical functions across eye health, trachoma, clinical quality, policy, and NTDs; ensure integration of expertise into program design and delivery; promote innovation for improved effectiveness and sustainability.
- 4. MERLA Leadership**
Lead MERLA systems to support data-driven decision-making, continuous learning, and evidence-based programming; ensure knowledge generation and dissemination for policy and advocacy.
- 5. Health Systems Strengthening & Capacity Building**
Strengthen government and partner capacity at all levels; embed interventions within health systems; mentor staff and partners to build technical and organizational capability.
- 6. Stakeholder Engagement & Advocacy**
Represent FHF in national and regional forums; advocate for sustainable resource allocation and program integration; ensure accountability through robust reporting and feedback mechanisms.
- 7. Leadership & Governance**
Provide leadership and supervision to program and partnership teams; ensure compliance with policies, donor requirements, and regulations; support risk management, safeguarding, and quality assurance.
- 8. Other tasks as requested by your manager.**

Our Capabilities:

As a member of The Foundation Family you will:

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



Essential Experience:

- 12–15 years of progressive experience in program leadership, partnership management, or health systems strengthening, preferably in eye health or NTD programs.
- Proven experience managing multi-disciplinary teams, technical advisors, and MERLA functions.
- Track record of working with government, donors, NGOs, and multi-stakeholder partnerships at national and regional levels.

Skills:

- Strong leadership, strategic thinking, and people management skills.
- Expertise in program design, implementation, monitoring, evaluation, and learning.
- Excellent negotiation, partnership-building, and stakeholder engagement skills.

Desirable Experience:

- Experience in resource mobilization, advocacy, and high-level representation is highly desirable.
- Experience in international development & NFP sector.

- Ability to integrate technical knowledge with strategic leadership to drive program impact.
- Strong communication, advocacy, and representation skills.
- Fluency in English; knowledge of local languages (Amharic, Oromiffa) is an advantage.

Qualifications:

Master's Degree in Public Health, Health Systems, Development Studies, or related field.

Travel:

Domestic/International

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plan for more specific details.

The position involves:

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

Additional Responsibility:

- Ensure that the work for which they are responsible is carried out in ways which safeguard the health and safety of workers

To work in The Foundation, you will:

- Be eligible to work in Ethiopia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children