

ROLE PURPOSE



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| Role Title: Senior Program Manager – Eye Health (BG11) | Division: Program Implementation | Location: Addis Ababa, Ethiopia | Date: May 2025 |
| Employment type: Full time, Fixed term | Reports to: Dual reporting line to Head of Programs/Deputy Country Director & Sr. Program Lead (globally) | Number of direct reports: 3/three | Leadership Band: Leads others |

Purpose of the role:

The **Senior Program Manager – Eye Health Program** provides strategic and technical leadership to ensure the successful delivery of The Fred Hollows Foundation’s (FHF) comprehensive eye health initiatives in Ethiopia. This role champions alignment with national eye health priorities and FHF’s global strategy, focusing on key interventions such as Road Safety and Vision, Refractive Error Services, and High-Volume Cataract Surgeries.

The role is responsible for end-to-end program oversight—covering planning, budgeting, implementation, monitoring, evaluation, stakeholder engagement, and policy influence. The Senior Program Manager also plays a key role in strengthening systems, generating evidence, and building the capacity of local actors to sustainably reduce avoidable blindness and ensure quality, equitable eye care services. Leading impactful, scalable, and sustainable eye health programs that transform lives and strengthen national health systems in Ethiopia.

The Senior Program Manager will own the outcomes of:

1. Program, Technical Leadership and Strategy

- Provide visionary and results-driven leadership for the design, implementation, and evaluation of eye health programs in Ethiopia, ensuring alignment with The Fred Hollows Foundation’s (FHF) strategic objectives and the country’s national eye health priorities.
- Ensure the program initiatives reflect FHF’s mission to eliminate avoidable blindness, are technically sound, evidence-based, and centered on equity and sustainability.
- Lead the development and implementation of comprehensive annual workplans, budgets, risk management strategies, and performance targets, ensuring timely and efficient execution of all planned activities.
- Regularly review and adapt program strategies to respond to emerging challenges, evidence, and shifts in national or global health priorities.
- Ensure clinical and ethical standards are embedded in all service delivery components, in collaboration with technical teams, partners, and regulatory bodies.
- Provide advice on the development and adherence to clinical and ethical standards, ensuring high-quality and safe eye care services.
- Identify critical technical capacity gaps in the sector and design innovative training, coaching, and mentorship approaches to build a competent national eye health workforce.
- Lead policy engagement and technical advocacy initiatives to influence national and regional strategies, scale proven interventions, and contribute to sustainable health system integration.

2. Program Management and Delivery

- Oversee all program operations, ensuring activities are delivered on time, within scope and budget, and meet or exceed expected quality and impact standards.
- Ensure strong coordination between FHF teams, government counterparts, implementing partners, and local stakeholders for cohesive and integrated program delivery.

- Proactively identify and resolve implementation challenges, applying adaptive management principles to ensure the program remains agile and responsive.
- Champion the use of digital tools and operational innovations to streamline delivery and enhance efficiency.
- Ensure timely, accurate documentation and reporting of program activities, lessons learned, and impact narratives.

3. Financial and Grant Management

- Lead the development, execution, and oversight of program budgets, ensuring cost-effectiveness, compliance, and alignment with donor and internal financial standards.
- Collaborate with finance and grants teams to monitor spending, validate forecasts, and ensure accuracy of financial reporting across all program components.
- Ensure donor requirements and contractual obligations are fully understood and met, including narrative and financial reporting timelines.
- Establish rigorous financial controls and risk mitigation mechanisms within the program.

4. Monitoring, Evaluation, and Learning (MEL)

- Oversee the implementation of robust MEL systems to track progress against goals, capture outcomes, and measure the effectiveness of interventions.
- Ensure reliable data collection, analysis, and reporting processes are in place to drive evidence-informed decision-making and program adaptation.
- Lead knowledge translation efforts, synthesizing and sharing insights and learning internally and externally to inform policy and practice.
- Support external evaluations, donor reviews, and internal performance assessments, ensuring transparent and constructive feedback loops.

5. Stakeholder Engagement and Representation

- Build and maintain influential partnerships with government ministries, health bureaus, NGOs, bilateral and multilateral donors, professional associations, and the private sector.
- Represent FHF in high-level policy and technical forums, promoting the Foundation's thought leadership and strategic priorities in eye health.
- Drive FHF's visibility and credibility in national and international eye health and public health platforms.
- Leverage strategic relationships to mobilize resources, expand program reach, and foster sector-wide collaboration for eye health system strengthening.

6. Team Leadership and Capacity Building

- Lead and inspire a multidisciplinary program team, promoting high standards of professionalism, accountability, and performance.
- Provide regular coaching, performance reviews, and development plans for team members, aligned with FHF's values and leadership competencies.
- Cultivate a safe, inclusive, and learning-oriented workplace culture that supports innovation, resilience, and well-being.
- Ensure the program team operates cohesively and aligns with FHF's global standards and operating principles.

7. Program Innovation and Sustainability

- Promote continuous innovation in service delivery models, technology integration, and community engagement approaches to enhance impact and efficiency.
- Design and implement scale-up strategies for successful interventions, in partnership with government and local actors.

- Embed sustainability principles in all program components, ensuring ownership, capacity transfer, and institutionalization within the national system.
- Identify and pursue opportunities for program expansion, policy influence, and long-term impact beyond the program cycle.

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 10 years of progressive program management experience, preferably in health or eye health programs.
- Strong experience managing large-scale, donor-funded projects (e.g., USAID, DFID, EU, etc.).
- Demonstrate experience in budget management, compliance, and financial oversight.
- Solid knowledge of eye health systems, blindness prevention, or NCD (non-communicable diseases) programs is a strong advantage.

Desirable Skills:

- **Monitoring, Evaluation & Adaptive Management:** Demonstrated expertise in designing and implementing effective MEL systems, ensuring data-driven decision-making and program improvement.
- **Stakeholder Engagement & Partnership Building:** Proven ability to build and sustain strong relationships with government agencies, donors, NGOs, and community stakeholders.
- **Leadership & People Management:** Strong leadership in guiding diverse teams, fostering accountability, motivation, and a high-performance culture.
- **Strategic Thinking & Problem Solving:** Skilled in developing forward-looking strategies, identifying solutions, and navigating complex challenges.
- **Results Orientation:** Committed to achieving measurable outcomes, meeting targets, and ensuring impact in eye health programming.
- **Financial & Grant Management:** Solid experience in budget planning, financial oversight, and donor compliance for large-scale programs.
- **Adaptability & Resilience:** Capable of operating effectively in dynamic, high-pressure, and resource-constrained environments.
- **Excellent Communication:** Strong written and verbal communication skills, with the ability to influence, advocate, and represent effectively.
- **Multilingual Proficiency:** Fluent in **English, Afan Oromo, and Amharic**, enhancing communication across diverse communities and stakeholders.

Desirable Experience:

- Global experience in a multinational commercial organization or NGO.
- Experience in the international development or Not for Profit sector.
- Experience in safety and security at the workplace.

Qualifications:

- Ophthalmologist, Cataract Surgeon, Ophthalmic nurse/Optometrists with master's degree in public health, or related field.

Travel: National and 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 plans 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.
- Undergo background checks including criminal records and qualifications check.
- Undergo working with children check for positions that are identified as working with children.