Aspen Management Partnership for Health

**DRAFT JOB DESCRIPTION (to be finalized based on country demands and needs)**

**Title:** Management Partner

**Number of vacancies:** One per country in Kenya, Malawi, Uganda and Liberia (tentatively)

**Location:** In-country embedded in the Ministry of Health

**Start Date:** January 2016 (Contingent on getting country approval and systems in place)

**Duration of placement:** Two years

**Overview of Leadership for the Last Mile:** Aspen Management Partnership for Health (AMP for Health) serves as a common platform across multiple countries to support Ministries of Health with the design and implement community health solutions. It offers a tailored menu of support to MoHs that is relevant to their day-to-day tasks. It does this using a demand-driven approach and by leveraging the core assets and skills of all its partners, including those in the private sector.

A challenge for health systems is the often limited management and leadership resources in Ministries of Health (MoHs). In many MoHs in high-burden countries, skillsets are highly technical as opposed to managerial, financial, or strategic. Given that MoHs play a critical role in organizing and delivering healthcare services, it is imperative that they have effective and sufficient leadership and management expertise to design and execute effective programs. However, few MoHs have the capacity to invest in sourcing, developing, and retaining talent—limiting development opportunities for staff challenged with, for example, designing and implementing a Community Health Worker (CHW) expansion strategy. In support of MoHs, few organizations try to build leadership capacity in a collaborative and demand-driven manner, focusing instead on disparate healthcare delivery/provision. As a result, key MoH staff have been unable to develop skills they themselves recognize as critical in organizing and delivering healthcare services.

The US Agency for International Development (USAID), MDG Health Alliance, and The Aspen Institute initiated Leadership for the Last Mile after intensive discussions with potential partners and MoHs, and continue to grow the partner network and build on the program design.

**Description of opportunity:** AMP for Health is an entrepreneurial, executive education, development and placement program that offers on-the-job health leadership skills in catalytic and mission-critical roles for individuals looking for career advancement. It enables a direct, meaningful, and high-visibility path to public or private sector healthcare leadership with support and coaching from health leaders and a global health network.

In conjunction with the Ministries of Health in our focus countries, AMP for Health seeks dynamic, highly capable, and savvy individuals to join the departments managing the community health system efforts in each of these countries. These individuals will provide technical and managerial support leveraging their private sector management and strategy experience in the planning and
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implementation of community health programs across the country, dramatically accelerating the country toward better health outcomes.

Throughout the duration of the placement in the Ministry of Health, the individual’s main tasks will include, but not be limited to the following:

- Work in close collaboration with key Directors and senior leaders at the Ministry of Health. This will provide invaluable access and insights into the workings of a Ministry of Health and healthcare systems.
- Together with the head of the department in charge of community health, attend cross-country periodic trainings and learnings, both locally and regionally, offered by Leadership for the Last Mile partners like Harvard University, USAID, the IBM Foundation, Merck, GSK, GE Healthcare, and others.
- Liaise with the Ministry of Finance in the country and the global financial community to scope for ways to finance community health system initiatives.
- Have access to a team of local and international mentors who will serve as advisors to the individual and his/her Ministry of Health counterpart. These mentors will vary from country to country but are expected to include former Ministers of Health, Director-Generals of health, leading academics, and recognized business leaders.
- Have a dedicated support team led by the Director of Leadership for the Last Mile, which is headquartered at the Aspen Institute in Washington DC, USA.

Together with the Partnership Lead, who is expected to be the head of the community health department, the individuals will report to the Senior Partnership Champion in the Ministry of Health who is expected to be a senior official in the ministry of health at the level of Director- General, Permanent Secretary, Minister or the equivalent. The Partnership Lead and the Management Partner will receive AMP for Health trainings and support together. It is expected that the Management Partner will actively support, foster, and facilitate the work of the entire community health department of the Ministry of Health.

Responsibilities: This is an “all-hands on deck” leadership and management role, to lead the efforts of Leadership for the Last Mile in supporting catalytic advancement to the government’s community health program leadership. A country-specific scope of work and set of deliverables for the MoH partnership lead and the management partner will be defined jointly. This will be in the areas of, but not limited to, strategy, implementation, coordination, financial planning, and performance management.

Specific duties may include, but are not limited to:

- Community health program strategy and implementation:
  - Support planning and implementation of community health strategies and interventions at the national and regional level
  - Support fundraising efforts of the Community Health department of the Ministry of Health. This may include, but would not be limited to, the development of business and investment cases, preparation of presentations, and the scoping for funding sources (i.e. Ministry of Finance, Global Fund, World Bank, etc.)
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- **Stakeholder alignment and coordination:**
  - Participate in building collaborative relationships between the community health department and other Ministry of Health departments, the Ministry of Finance, and the Office of the President
  - Facilitate dialogue, information and cooperation among partners and support effective interactions (partner meetings, national strategy sessions and workshops, regional-level work, etc.)
  - Participate in relevant national and regional stakeholder meetings including community health program and community health worker Technical Working Group meetings
  - Collaborate with the private sector, both locally and globally to align their efforts in supporting the in-country community health efforts

- **Communication and knowledge sharing**
  - Provide clear communication and management updates to the community health program and Ministry of Health leadership as well as other Leadership for the Last Mile partners
  - Actively manage both a private and public community of practice on community health systems, hosted online by the Harvard Global Health Delivery Project which will allow sharing of experiences and lessons across countries
  - Working in conjunction with the Director of Leadership for the Last Mile, facilitate the trainings, support and learning for the MoH Project Lead

Key deliverables for this role may differ from country to country, depending on the needs and demands of the ministries of health. They may include, but not be limited to:

1. An investment case (i.e. costing of resources needed and the economic and health return) to scale-up community health services in the country
2. A country community health worker deployment and management strategy
3. A cross-ministerial political economy analysis or stakeholder analysis to inform the ministry of health’s funding negotiations with the ministry of finance
4. A mapping of community health partners and their efforts in the country.

**Qualifications:** This is an outstanding opportunity to drive dramatic community health program improvements while building leadership and management skills. The role requires deep experience in action-oriented project management, complex stakeholder environments, sharp problem-solving skills, exceptional enthusiasm and optimism, an entrepreneurial spirit and a passion for concrete impact through community health systems in developing countries.

It is expected that the desired candidate will have the following characteristics:

- MBA or related business qualification
- Fluency in English (speaking, reading, and writing)
- Work experience and skills:
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- Project management skills: ability to work under pressure, respond to deadlines, prioritize competing deliverables, and be flexible and productive while working independently
- 7+ years of private sector work. Preference for management consulting experience at a top-tier firm
- Experience with public or global health is a strong advantage
- Excellent stakeholder management and mentorship skills, preferably with demonstrated experience navigating the sensitivities and complexities of government health systems in developing countries and working with donors, NGO stakeholders and private sector entities.
- Top notch communication skills
- Adaptability required for living and working in a developing country

- Technical skills:
  - Advanced skills in Excel, PowerPoint, and Word
  - High-level experience with standard statistical or costing packages a plus
- Ability to travel within the country and globally up to 25% of the time

**TO APPLY:** Submit a cover letter and CV to Serufusa Sekidde, the Director of AMP for Health, at recruitmentforamp@gmail.com indicating clearly the country you would like to be posted to. Interviews are expected to take place in October and November 2015.