



Job Description

Director of Health | Nairobi, Kenya

Big 5 Search Ltd

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Registered in England and Wales, No 11554288 | VAT Registration No: 304908218

Registered Office: 4 - 12 Regent Street, Rex House, London SW1Y 4PE



Company Overview

The Pharo Foundation (“the Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Social Ventures. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland and is now expanding into Rwanda, with plans currently underway into Uganda. The key strategic pillars for the philanthropic side of the Foundation are health, education, water and agriculture. At the end of 2019, the Foundation also started its Social Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self-sustaining businesses, which focus on job and economic value creation.

Headquartered in London, the Foundation has an operational head office in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa), and is about to open its latest office in Rwanda (Kigali).

Position Summary

Reporting directly to the CEO, the Director of Health will be responsible for designing and implementing the health strategy of the Foundation across all countries and medical sectors in East Africa.

The Foundation has an ambitious vision in health and the Director of Health will be the focal point in bringing this to the fore; with strong leadership accountability for establishing appropriate health frameworks across East Africa and bridging the gaps between communities and existing country health frameworks in line with the Foundation’s health strategy. The Director of Health will therefore be a leading force for advocacy in raising the bar for country specific health systems, including the development of best practices and putting in place regular high quality health training programs as appropriate.

With a strong Health Management pedigree, the Director of Health will lead the strategic initiatives for all health programmes across the Foundation, both for the Pharo brand name and for programmes involving public health systems. The Director of Health’s responsibilities will span a broad range, including planning, establishment and running of all Pharo health facilities, recruitment of staff, financial budgeting and controls and external stakeholder relationships especially with respect to government related programmes.

The Director of Health will also guide the development, approval and implementation of specific clinical practice and patient care related policies and procedures as well as establishing systems and methods for reviewing the quality of other health related services.

There will be a significant travel component to this position, and this presents a wonderful opportunity to visit and work with our integrated health programmes across East Africa.

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Key duties and responsibilities

Strategy:

- Work with the CEO to develop a comprehensive multi-year, multi-country East African health strategy for the Foundation.
- Collaborate with the CEO and country teams in developing country specific long term, sustainable health vision for the Foundation and be accountable for the implementation thereof.
- Development of an East Africa Integrated Health Network, consisting of hospitals, clinics, diagnostic centres, medical tourism, and other world class medical services centres.
- Create the “Pharo Health” brand name as centres of excellence across East Africa.
- Leverage on existing health projects and ensure health efforts are aligned across countries.
- Provide strategic leadership and guidance on health project selection across countries and ensure the highest standards are achieved at all levels.
- Ensure the Foundation’s health projects are following all national (and when applicable) international standards.

Human Resources:

- Management of the established network of internal and external doctors, including credentialing and monitoring of the provision quality medical care.
- Working closely with country heads of health, create appropriate performance management frameworks for all supportive medical staff, such as nurses and auxiliary staff.
- Develop and implement procedures to hire, train, supervise, evaluate, and retain health staff ensuring appropriate coaching, learning and development is in line with annual performance objectives and the health strategy of the Foundation.
- Ensure direct reports internalise and perpetuate the Foundation’s Vision, Mission and Values.
- Establish a culture of open communication, shared learning, and collaboration across the health team(s).

Financial Management:

- Prepare and manage multi-year financial budgets for all health programmes across countries, including acquisition or start-up of health facilities.
- Put controls in place to ensure all health projects are run with fiscal responsibility and accountability.
- Create regional financial management procedures that will evaluate the financial effectiveness and overall robustness of the healthcare facilities across the countries of operations.

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**Policy Development:**

- Enforce appropriate health policies and procedures as they are developed, with a strong emphasis on risk and quality assurance frameworks.
- Responsible for implementing the best in quality patient care guidelines across the Foundation's health facilities.
- Establishment of partnerships and benchmarking of best practices with leading Integrated Health Networks either regionally or internationally.
- Lead the local, regional and or international accreditation processes for all designated health facilities.

Stakeholder Relationships:

- Establishment of Public Private Partnerships with respective governments and relevant agencies in East Africa.
- Ensure good working relationships and collaboration with the appropriate governmental entities, in addition to the broader communities that the Foundation will serve.
- Represent the Foundation in identified health forums regionally and internationally and as may be agreed from time to time.
- Represent the Foundation in the media on all health matters.
- Enhance and manage all aspects of the "Pharo Health" brand name.

Facility and Operations Management:

- Working closely with the country health teams, supervise the establishment or acquisition and management of all health facilities, and their on-going care and maintenance.
- Develop rigorous and robust regional facility management guidelines that will ensure operational excellence and sustainable return on investment for the Foundation.

Technology Management:

- Champion best in class health technology frameworks that will enable the existing health initiatives have a progressive impact across in-country communities.
- Ensure health programmes are in line with the latest developments in health technology advancements.

Reporting:

- Ensure open and continuous communication with the CEO and relevant country teams.
- Provide regular reports on all aspects of health programmes.
- Inform the CEO immediately of any issues or concerns that might jeopardise the Foundation's health programmes with respect to non-compliance, reputational risk or health and safety.

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**Personal Attributes:**

- A natural and effective leader who can manage staff across different countries with a collaborative approach.
- Excellent communication skills both when working with peers and colleagues, as well as when remaining an approachable and accessible figure to direct reports.
- Open minded and flexible individual.
- Creative thinker who can think outside the box.
- An individual who respects and understands the local cultures and values and yet embraces and can work within European work ethics and standards.

Qualification Requirements:

- A graduate degree (MA, MD, Ph.D) in health, health leadership and or health management.
- Preferably 10 years' experience as a Head of Health, Head of a hospital group or a similar role.
- Experience in delivering effective innovations in health programmes across East Africa.
- Strong management record of accomplishment within the health sector in East Africa or beyond.
- Demonstrated experience in successfully recruiting, retaining and developing health care professionals and administrators.
- Excellent business acumen.

Behavioural Competencies:

- Passionate and driven individual with high social and emotional intelligence.
- Excellent communicator with fluency in written and spoken English.
- Dedicated team player with demonstrable experience in setting up good governance and processes at scale.
- High levels of integrity, professionalism, resilience, accountability, commitment and determination.

Reporting to:

- Chief Executive Officer

Functional Relationships:

- Country Representatives (Ethiopia, Somaliland and Rwanda)
- Director of Education (Nairobi)
- Heads of Programmes
- Head of HR (Nairobi)
- Finance Manager (London)

Direct Reports:

- Heads of Health per country

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Timescales:

If you are interested in being considered this role, please send your CV to Big 5 Search:

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