

Head of Health, Somaliland

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Pharo Ventures. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve our vision by investing in Africa’s human and physical capital 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, Somaliland and Rwanda. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Pharo Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses that focus on job creation.

Recognising health as a key theme and aspect of human and economic development, the Foundation implements programmes that aim at increasing access and quality of health care, focusing on health infrastructure improvement and capacity enhancement for health professionals.

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 Rwanda (Kigali) with further expansion plans in East Africa.

Position Summary

The Head of Health position is a senior role within the Foundation that will be entrusted with the overall responsibility of leading and managing the Foundation’s health program in Somaliland. The role holder will be accountable for the delivery of high quality healthcare services and championing capacity development at the Pharo health facilities. This is a high-level role that will provide the right candidate with an excellent mix of challenge and fulfilment. The position is based in Hargeisa, Somaliland and will report to the Country Representative.

Job Title:	Head of Health
Reporting to:	Country Representative
Functional Relationships:	Somaliland Program Managers and Director of Health (Kenya)
Location:	Hargeisa, Somaliland
Contract Type:	Permanent

Key Duties and Responsibilities

S/he will have the following key duties and responsibilities

- Lead the design, implementation, monitoring and reporting of the health component of Country Program with a strong focus on enhancing the capacity of health facilities to provide a better service to the target communities.
- Create networking relationships with all the relevant government and other stakeholders to learn national priorities in health and to align the Foundation's interventions accordingly.
- Assess the capacity of partner implementing agencies, health facilities, WASHCOs and other community-based groups, and design and implement appropriate capacity building plans.
- Monitor legislations, policies and regulations affecting the health sector, focus on the possibility of providing high quality essential health service at cost and enhancing the capacity of health professionals
- Lead the establishment and smooth operation of Pharo health facilities.
- Provide overall technical leadership and direction for program activities aimed at significantly improving the quality of health service in the target communities
- Participate in conducting surveys and health assessments to identify gaps in health service delivery in the affected communities and provide feedback for program development according to the findings
- Provide overall technical leadership and direction in the rolling out of appropriate hygiene and sanitation messages in communities, schools and health facilities
- Participate in the ongoing and systematic monitoring of the health program to assess progress against objectives, to continuously learn, and to take timely corrective actions, if necessary.
- Organize learning and experience sharing avenues; and commission and/or participate in research that could lead to enhanced health services.
- Coach, mentor and build the capacity of the health officers, facility heads and other relevant staff who will be responsible for implementing the project activities at grass root level.
- Assess the capacity of partners in rural health facilities, design, and implement appropriate capacity building plans.
- In collaboration with the respective teams, supervise and ensure the timely implementation of construction of health facilities as per the required quality and standards.
- Prepare project related documentation such as periodic reports, field monitoring reports, stakeholder meeting minutes etc. as required.
- Provide regular progress reports (weekly, bi-monthly, monthly, quarterly, bi-annually and annually) and other situational reports.
- Carry out any other duties as assigned by the line manager.

Qualification Requirements:

- The ideal candidate should have a Masters'/ advanced degree in Public Health or related field.
- A minimum of 7 years of relevant experience related to health project requirements and any role at an advisory and coordination level at an international organisation.
- A combination of bachelor's degree with an additional of 3 years relevant work experience is acceptable in lieu of a Masters' degree. In this instance, the candidate should have a cumulative of 10 years of experience.
- Experience in project design and management in the context of international organisations.

- Experience in studying, establishing, and supporting comprehensive health facilities
- Good computer skills: facility with MS Word, Excel, and email/internet software.
- Full working knowledge of English and Somali with good verbal and written communication skills is essential.
- Experience in community participatory project planning, implementation and monitoring.
- Experience in managing, supervising and providing support to staff and volunteers.
- Experience in proposal writing and research.

Behavioral Competencies

- Capable of “thinking-outside the box’.
- Achieves quality results and service.
- Commitment to a high standard of professional performance, integrity, and maturity to remain accountable for results.
- Communicates information effectively.
- Is innovative and a change agent.
- A creative and curious mind-set with an active interest in continuous learning, personal and professional growth.
- Builds collaborative relationships.
- Strong interpersonal skills and ability to work with individuals from all kinds of backgrounds.
- Superb management skills: able to manage and motivate a wide variety of employees from diverse backgrounds in a professional and compelling manner.
- Strong team player who also excels at working autonomously.
- Demonstrated ability to communicate in writing and verbally with people.
- Perform other duties as required.

Application Procedure

This position is open to both female and male nationals from Somaliland.

Review of applications will begin as soon as they are received, and only **complete** applications will be considered. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

How to apply

Interested candidates, who meet the above requirements, should submit their application through email to Recruiting.SL@pharofoundation.org with the subject line “**Head of Health, Somaliland**”

Requirement:

1. A recent updated CV
2. Cover Letter to explain the experience you have gained that indicates you are the most qualified candidate for the role (maximum 1,000 words).
3. Your current or last benefit package and expected benefit package for this position.
4. A list of minimum five (5) references with current email address and phone number.
5. Copies of your qualifications.