

Head of Health, Addis Ababa, Ethiopia

Company Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo 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, The Foundation has been implementing numerous programmes in Ethiopia and Somaliland and is in the process of expanding into Rwanda and Kenya. The strategic pillars of the Foundation are education, health, water, and agriculture. One such example is the ongoing implementation of a large scale water project in Somaliland with the aim of bringing water to 6,000 households and their livestock. In 2020, the Foundation also established Pharo Ventures, its wholly owned social enterprise arm, with the objectives of economic value and job creation in East Africa

The Foundation has a programme office in Assosa, the regional capital of Ethiopia's Benishangul Gumuz Regional State (BGRS), with plans to expand operations in the country. Since its establishment in 2016, the Foundation’s programme office has been working on an integrated livelihood development programme that covers agriculture, water, health, and education. The Foundation opened the best class diagnostic centre in Assosa, BGRS, to complement curative health services and to become a reliable partner to the region's and beyond the existing health systems. The Pharo Diagnostic Centre is intended to aid in the improvement of BGRS' health infrastructure by providing advanced high quality medical laboratory services to customers, later adding imaging investigations and further laboratory testing.

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 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 Ethiopia. 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.

Job Title: Head of Health

Location: Addis Ababa

Line Managers: Director of Health (East Africa) and Country Representative (Ethiopia)

Functional Relationships: Health Officers/Coordinators (Ethiopia programme areas), and Programme Managers

Contract Type: Permanent

Key Duties and Responsibilities

- Lead the design, implementation, monitoring, and reporting of the health component of the Country Programme with a strong focus on enhancing the capacity of health facilities to provide a better service to the target communities.
- Create supportive 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 changes in legislation, policies and regulations affecting the health sector, focus on the possibility of providing high-quality essential health services at cost and enhancing the capacity of health professionals.
- Lead the establishment and smooth operation of the Pharo health facilities.
- Provide overall technical leadership and direction for programme 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 programme to assess progress against objectives, continuously learn, and take timely corrective actions, if necessary.
- Organise 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 the 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 the construction of health facilities as per the required quality and standards.
- Prepare project related documentation such as periodic reports, field monitoring reports, stakeholder meetings & minutes as required.
- Provide regular progress reports (weekly, bi-monthly, monthly, quarterly, bi-annually and annually) and other situational reports.
- Any other related duties assigned.

Qualification Requirements

- 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 a bachelor's degree with an additional 3 years of 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.
- Excellent verbal and written communication skills are 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.

Personal Attributes

- Great attention to detail and a flexible approach to work.
- High professional and ethical standards.
- Structured and process-oriented.
- Excellent time and project management skills with the ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge the status quo and add value by introducing positive change.
- Excellent communicator and comfortable to work in a team environment.
- Positive outlook and outgoing personality with solid leadership, interpersonal and diplomatic skills.

Application Procedure

Review of complete applications will be on a rolling basis. In the event that we identify an outstanding candidate 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 shortlisted candidates.

Please send the information listed below, as a single PDF file, to the following email address: **recruiting.et@pharofoundation.org**. Please indicate **“Head of Health, Addis Ababa”** in the email subject line.

1. A detailed CV and Covering Letter. In your cover letter, please state where you heard about this position or saw it advertised e.g. through our website, jobs board, etc.
2. An essay of no more than 500 words outlining:
 - a) What health leadership experience have you gained that makes you the most qualified candidate for the role?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.