

JOB VACANCY



Position Title: Community Health Program Specialist

Reports To: Community Health Program Director

Location: Harper, Liberia

Organizational Profile:

Partners In Health (PIH) is an international health organization relentlessly committed to improving the health of the poor and marginalized. PIH partners with local governments to build local capacity, train providers, and advance research, and works closely with impoverished communities to deliver high-quality health care, address the root causes of illness, and advocate for global policy change in the interest of patients.

PIH currently has implementation programs in Haiti, Rwanda, Lesotho, Liberia, Malawi, Peru, Mexico, Russia, Sierra Leone and Navajo Nation. Through our partnership with Harvard Medical School and the Brigham and Women's Hospital, we support a wide range of programs in dozens of other countries around the world.

Partners In Health played a critical role in combating the Ebola outbreak, and has refocused that momentum on now helping to rebuild the health systems in West Africa. Established in October 2014, PIH-Liberia is committed to supporting the delivery of comprehensive health services in Liberia, from the community level to the health center and referral hospitals.

Position Overview

The Community Health Programs Specialist will work closely with the Director of Community Health Programs (CH Director) in overseeing all of PIH's community programs in Liberia. He/she will support the Director in designing patient-centered strategies to strengthen the existing TB/HIV program, while also supporting long-term plans to pilot a transition to a polyvalent household model for treatment support, prevention of illness, and patient accompaniment. The Programs Specialist will have a firm understanding of PIH's mission and approach to community health programming around the world. They will ensure that PIH is providing the highest-quality programs to patients, providing a supportive working environment for community-based staff, understanding and addressing the socio-economic drivers of poor health, linking clinical programs and community programs, and working to further social justice. The Programs Specialist will also ensure that all activities are aligned with the priorities and policies of the Liberian Ministry of Health. The successful candidate will support the Director to develop tools and processes to facilitate efficient management practices, support with fundraising and effective budget management, and support with overseeing day-to-day management of the program.

Qualified candidates will have prior experience working to build progressive, paid community health worker models that understand the socio-economic drivers of poor health. They will also have experience managing a team of professionals, in non-profit or governmental organizations, in a developing world setting. It is imperative that the candidate has strong interpersonal skills, coordinating with a host of managers and directors across team that s/he does not directly manage. Success is predicated on forming high-trust relationships with PIH and County Health Team colleagues, providing

cogent advice, and perseverance. Humility and a commitment to accompaniment, of colleagues and patients, is paramount. This is a position that relies heavily on both technical skills and expertise, and that focuses greatly on capacity building to support an already strong and growing Liberian-led team. This person will be willing to live in rural Southeastern Liberia nearly full-time.

Specific Responsibilities:

PIH-Liberia Leadership

- Supporting the CH Director in strategic planning and budgeting for PIH's CHW program. This includes identifying and helping to support fundraising opportunities that can help to expand PIH Liberia's community programs while not compromising on the values and mission of the program. The Program specialist will collaborate closely with multiple PIH departments (Clinical, M&E, Operations, Policy and Partnerships, and the Executive Director).
- Working closely with the Clinical team, support the Director to seamlessly integrate the CHW program into our facility-based healthcare programs. This includes weekly meetings and daily troubleshooting as needs arise to communicate program progress, challenges, and strategic planning.
- Lead by example, embodying the values of PIH, including: doing whatever it takes to provide the highest level of service to our patients; treating every member of our organization and community with equal respect and dignity; fostering a sense of generosity and teamwork; and working patiently, yet persistently, to accompany our government partners to achieve our shared goals.
- Ensuring that PIH Liberia's community programs align with PIH Liberia's overall strategy and growth, with a particular eye to ensuring that clinical and community programs are aligned to support patients throughout the continuum of care.

Accompaniment and technical support

- Support the CH Director in skills development to strengthen Liberian-led team. Skills building should particularly focus on program design, writing and communications skills, performance management, reporting and documentation, strategic planning, and computer skills.
- Support the Director to evaluate other CHW program designs, successes, and strategies that have been implemented across the world at PIH and non-PIH sites. Consider how lessons learned from these other programs can support the growth and development of PIH Liberia's community health programs, and how cross-site knowledge exchange can be enhanced.
- PIH Liberia runs multiple different community health programs. The Program specialist will support the CH Program Director and other community health programs staff to identify ways to align these different programs to maximize their clinical and socio-economic impact for vulnerable patients. Upon reviewing different community health programs from around the world, the Program specialist will support the team to implement ideas to strengthen, integrate, and grow community health programming.
- Liaise with the MEQ team in improving community health reporting tools and processes across all counties for all funded programs to appropriately measure performance and outcomes.
- Provide technical assistance to the CH Director in curriculum development and program design of future household model, including: program overview, log frame and outcome indicators, reporting tools and processes, funding opportunities, household population survey, CHW training curricula, and CHW professional development scheme.

Program Management

- Manage grant compilation and reporting of all community-based activities in the various counties

- Provide supervision and mentorship to Community Health Officer, Community Health Training Officer, and Social Protection Officer.
- Ensure financial compliance of all PIH CHW program activities at the national and district levels.
- Work closely with the Director, CH Officers, and the MEQ team to build and implement an mHealth system for CHW reporting. Once implemented, ensure that it meets program needs and is being used regularly to review CHW effectiveness and patient care and inform programmatic decisions. Particular attention should be spent on how to link community and clinic data and how to distill metrics into tangible actions that need to be taken by the CHW team.
- Support the development of research initiatives, prepare abstracts and manuscript submissions to public health journals, and knowledge sharing opportunities related to CH program successes and lessons learned alongside the Director and other members of leadership
- Depending on the need that arises, act in a mobile, decentralized role that could also support management of Monrovia's CHV program for DOTS for Multi Drug Resistant-TB patients. This would be done alongside the Drug Resistant-TB program manager to ensure the community-level component implemented is consistent with program-wide objectives.

Building Partnerships

- Working with the CH Program Director and PIH Liberia leadership to support strong working relationships across the public health sector at the National and District levels, including with the MOHS, district health management teams (DHMTs), hospital clinical and administrative management team, and health facility leaders. Particular attention should be placed to policy discussions around community health at the national and international level and how PIH Liberia's community programs can fit with, and/or influence, them.
- Lead engagement with other implementing agencies and technical partners [e.g. NGOs, UNICEF, Global Fund, GIZ] to identify new areas for collaboration, ways to strengthen our programs, and avenues for expanding our base of support.
- Collaborate with PIH-Boston team, members from the district and national MOH, and other international organizations to share best practices for community based programs.
- Collaborate with County Health Team's Community Health Department and appropriate county-level focal persons to review CH program progress, constraints, and strategic action plans on a regular basis, and to provide non-financial technical support to the National Community Health program implementation.

Qualifications:

- Advanced degree in Public Health, social services or a related field preferred.
- At least 3 years of experience developing, managing, implementing, and evaluating health programs. Strong background in understanding a variety of community health strategies strongly preferred. Applicants who have worked with paid community health worker programs are strongly preferred.
- Budget development and management experience.
- Prior experience with mHealth platform management and GIS mapping programs a plus.
- High level of comfort analyzing, interpreting, and organizing quantitative and qualitative data.
- Experience in conducting research and designing accompanying protocols is highly valued.
- Strong administrative and organizational skills, especially the ability to plan, organize, and follow through with a variety of constituencies, handle multiple assignments, prioritize work flow, adapt to fluctuating workload, and meet deadlines.

- Prior experience working in resource poor settings.
- Sense of humor and flexible disposition essential. The candidate should have a demonstrated ability to be flexible and effective in the face of unexpected challenges.
- Humility and the willingness to put Liberian colleagues first.
- Ability to live in rural Southeastern Liberia full-time.
- Ability to collaborate professionally with culturally diverse colleagues and constituencies.
- A strong commitment to social justice is required.

Deadline: May 31, 2018 at 4:30pm

Please visit the link below to apply

<http://www.pih.org/pages/employment>.

Partners in Health is an equal opportunity employer and all qualified applicants will receive consideration For employment without regard to race, color, religion, sex, sexual orientation, gender identity, national Origin, disability status, protected veteran status, or any other characteristic protected by law.