



USAID | INDIA

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USAID/India is accepting applications for the following Foreign Service National (FSN) Personal Services Contract position.

- Advertisement No.** : USAID/16-03
- Position Title** : Development Assistance Specialist (Health Finance)
- Opening Date** : January 27, 2016
- Closing Date** : February 17, 2016
- Number of Positions** : One (1)
- Office** : Health Office (HO)
- Grade** : FSN-12
- Location** : The position is based at New Delhi.
- Working Hours** : 40 hours per week, Monday to Friday, 8:30 A.M. to 5:00 P.M.

Education:

A master's degree in finance, business management, or economics, with strong understanding of health system issues is required. (In case of business management a post-graduate diploma (2 years) will suffice).

Experience:

Ten years of progressively responsible (increasing responsibility for human, financial, or material resources) professional-level experience in financial markets-based health financing; experience working successfully in a team environment; demonstrated experience in strategic planning, policy formulation, providing technical leadership, using health financing approaches to increase access to health services, facilitating private-sector partnerships, and program management in a complex and highly sensitive environment is required.

Duties:

The USAID/India Development Assistance Specialist (Health Finance) has strategic, technical, thought leadership, project management responsibilities and will serve as the Mission's Point of Contact for sustainable health financing in India. The incumbent will liaise with senior members of the Government of India (GoI) and state governments, financial institutions, equity funds, private sector, development partners, think tanks and academia and establish and maintain stakeholder contacts, and guide in structuring

innovative sustainable financing mechanisms (both on demand and supply sides) to help scaling-up of proven models for primary health care. S/he serves as USAID's subject matter expert on health financing and health insurance and articulates a vision to implement innovative and catalytic financing mechanism such as bonds (e.g. municipal bonds, development impact bonds), development credit authorities, financing facilities, risk pooling mechanisms, payment systems, and Trust Funds, to accelerate reduction in maternal and child deaths in India.

The incumbent will report to the Health Office, Health Systems Strengthening Division (HSS), Team Leader.

Broadly, the incumbent's responsibilities include:

I. High-Level Strategic, Technical, and Thought Leadership

- Provide expert technical advice and strategic direction, and use negotiating and influencing skills as a trusted thought leader for health financing in India. Influence the development of policies and practices.
- Develop partnerships for greater synergy and impact and catalyze the development of a health financing framework and strategy for large-scale implementation, especially to provide financial protection to the poor.
- Promote the use of analytical tools (e.g. cost-effectiveness and financial sustainability analyses) to persuade national and state government authorities, and private-sector players to reach consensus on sustainable approaches for health financing that improve financial access to quality affordable care.
- Represent USAID/India with active participation at meetings, seminars, and conferences on health financing issues and keep health financing experts from USAID/Washington including in the Centre of Innovations and Impact and HSS Division updated on developments in India related to the health financing component of the U.S.-India Strategic Dialogue.
- Establish and maintain relationships with senior and mid-level officials at the MOHFW and other GOI financial policy/regulatory institutions, as well as private-sector leaders and other development partners, to a) design, implement, and monitor programs that support efforts to address health financing and financial protection challenges; b) promote USG health financing priorities, and help them to understand the value added of USG involvement (often involving difficult discussions and negotiations, requiring credibility, resourcefulness, and highly developed diplomacy, tact, and effective communication skills).
- Engage private sector banks, financial institutions, debt and equity funds, and social venture capital funds to co-design innovative financing mechanisms to mobilize loans and equity investments in sustainable primary health care models.
- Provide expert analyses, advice, updates on developments, and recommendations to senior Mission management and staff regarding the strategy formulation for assistance relative to health financing issues and implementation of related activities in the Mission's portfolio; identify short- and long-range achievable, sustainable strategies and participate, as required, in the development of Mission strategic plans, monitoring strategies, results analyses, resource requests, and other strategic planning and reporting documentation.

- Stay abreast of studies, publications, research and other evidence, effective strategies, latest technologies, innovations, and policy or regulatory issues, developments in India and globally relevant to health financing, health insurance, and other mechanisms to minimize financial risk associated with health services, especially to the poor; consider best or promising practices from other countries that may be applicable to India or practices successful in India that could be expanded to other countries, focusing on lessons learned; identify capacity building needs that can accelerate results.
- Lead coordination efforts between USAID's health financing interventions and implementing partners and other USG partners, preparing guidance when necessary; represent USAID and proactively participate in coordination of activities and issues with GOI, the private sector, donor and multi-lateral agencies, and other host country institutions on key financial sector policy/regulatory issues, in defining the technical, policy, and program agenda relating to health financing, especially to advance the effectiveness of health financing interventions for improved access and quality, and avoid duplication of effort and/or programming gaps.
- Determine the additional analyses, assessments, or reviews required for sound health financing strategies and activities, and to build a learning agenda that is a broad ranging, integrated approach to collaborating, learning, and adapting in order to improve or adjust programs in the portfolio; design and oversee the implementation of such analyses or assessments; and participate in, coordinate, or manage USAID inputs into assessments conducted in conjunction with other USG Agencies, donors; or other stakeholders.
- Provide thought leadership by highlighting effective health financing interventions when assigned as point person for important visitors from the U.S., including Congressional Delegations, high-level officials from USAID/Washington, provide *ad hoc* functional leadership when assigned as point person for visit.

II. Health Financing Portfolio Management

- Manage the health financing activities on a day-to-day basis, identifying and resolving program issues, assuring that all activities are carried out in a technically sound and cost-effective manner, and assuring that activities are carried out in accordance with all applicable Mission and Agency program priorities, directives, and regulations.
- Ensure monitoring and reporting systems are in place to assess progress in health financing assistance toward achieving Mission and other health program goals; provide technical input in the development of Performance Monitoring Plans for health financing activities; develop a learning agenda for health financing activities with a rigorous monitoring system that gauges progress and provides for course correction or other adjustments.
- Oversee the review and documentation of health financing implementing partner performance through regular site visits, routine reports, assessments/evaluations, and participation in technical working groups and other forums to monitor activities and verify asset use; ensure that issues are identified in a timely manner and that recommended follow-up actions are carried out; identify successes, best practices, innovations, and lessons learned for sharing on a national and global level; routinely review the capacity building needs of the implementing partners, especially local entities who are providing health financing technical assistance on USAID/India's behalf, and develop plans to address any deficits.

- Manage and oversee the health financing activity budgets and finances in coordination with Health and Financial Management office leadership; ensure that program/activity expenditures, accruals, and pipelines are monitored and that corrective action is taken when needed; ensure appropriate and timely funding actions.

III. Analysis and internal communications

- Participate in preparation of coordinated HSS responses to Program Office, Office of the Global AIDS Coordinator (OGAC), the Bureau of Global Health or Office of HIV/AIDS/Washington requests for information or participation in key planning and program documentation for efforts such as the Operating Plan (OP), the Health Implementation Plan (HIP), Congressional Budget Justification (CBJ), the Country Operational Plan (COP), and the USAID or PEPFAR annual performance reports.
- Participate in the preparation of new procurements for HSS activities, including program descriptions, illustrative budgets, waivers, and exceptions to competition as required.
- Carry out such other tasks related to health financing, the broader Health Office, or Mission work groups assigned to innovation, public-private partnerships, etc., as might be assigned from time-to-time by Mission or Health Office management.

Language:

Level IV English and Hindi (fluency – speaking/reading/writing) are required.

Knowledge:

The incumbent is required to possess:

In-depth expert knowledge of health financing theory and practice, challenges and opportunities, evolving issues and international practices in delivery and regulation of financial services to the poor, knowledge of investment banking principles and practices would be an advantage. India's economic policies and relevant regulations of Reserve Bank of India (RBI), Securities and Exchange Board of India (SEBI) and Insurance Regulation Development Authority (IRDA), various health financing models and their impact, incentives and disincentives used in health services financing, potential for unintended consequences of financing approaches, global best practices and precedents applicable to health financing; knowledge of private-sector approaches and innovation frameworks, as well as promising and best practices related to health financing interventions in the private sector.

Ability and Skills:

Required ability and skills include:

- strong oral and written communications skills to communicate complex technical and programmatic concepts clearly, and develop and maintain effective, sustainable working relationships for the achievement of results with diverse national and international working partners in a cross-cultural setting, particularly using skills of diplomacy, ingenuity, and tact with GOI officials, private-sector executives, development partner technical staff, and other high-level individuals;
- excellent prioritization skills and personal initiative in the management of multiple tasks within tight time deadlines;

- strong financial and economic analytical skills (e.g. financial risk analyses and mitigation options, and cost-effectiveness analyses) and their application to the identification of sustainable scalable models;
- ability to interpret econometric and statistical data related to health program study and evaluation data;
- intermediate user level of word processing, spreadsheets, presentation software, statistical programs, and databases;
- strong interpersonal skills to work in a team structure create a participatory environment, with an ability conduct effective meetings and achieve consensus;
- strong leadership skills to be a convener and thought leader--motivating individuals, and influencing GOI and state government officials and professional working groups;
- considerable flexibility, resourcefulness, and credibility to engender trust and influence other collaborative organizations or private-sector entities to adopt appropriate strategies for their programs;
- ability to readily analyze, understand, and discuss new program design, management, implementation, learning and evaluation approaches;
- ability to synthesize and highlight programmatic successes, both in writing and orally, for briefing papers, visiting dignitaries, GOI, donors and private-sector officials;
- influencing and leadership skills to build consensus.

To Apply:

1. Interested applicants must apply on Application for Employment as a Locally Employed Staff or Family Member Form (DS-174) (attached). Please note: Must answer all the questions in DS-174 application form.

You may also click the link below to access the above form:

http://www.usaid.gov/sites/default/files/documents/1861/Application%20for%20Employment%20-%20Form%20DS-174_0.doc

Applications not submitted in the specified form will not be accepted.

2. Submit **electronic copies** of applications to: indiaper@usaid.gov

Or

Print copies of applications to:

Human Resources
 United States Agency for International Development
 U.S. Embassy
 Shantipath, Chanakyapuri
 New Delhi – 110 021

3. **Applicants must specify the advertisement number and position title in Column 1 of the Employment Form.** Applications without reference to a specific advertisement number will not be accepted.

Notes:

Probationary Period: FSN employees currently serving their probationary period or with less than one year of USG service are not eligible to apply. Employees desiring a change after the initial probation period will be required to be in their present position for not less than 120 days.

Compensation: The selected individual will be compensated in accordance with the Local Compensation Plan for Foreign Service National (FSN) employees.

Applicants living outside New Delhi / NCR should note that if selected for the position, no resettlement travel or housing is associated with the position. It would be the candidate's responsibility to travel to New Delhi in a timely manner for the pre-employment clearances.

Age Requirement: Consistent with local law, customs, and practices, the separation/retirement age for Foreign Service National (FSN) employees is 60 years.

Equal Employment Opportunity: It is the policy of the United States Government to ensure equal employment to all persons without regard to race, color, religion, caste, sex, national origin, age, disability, or sexual orientation.

Due to a high volume of anticipated applications, only short-listed candidates will be notified.