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TO: ALL INTERESTED CANDIDATES

SUBJECT: RECRUITMENT FOR
ONE "HEALTH SYSTEM STRENGTHENING SENIOR ADVISOR"
WITHIN USAID/MADAGASCAR
HEALTH, POPULATION AND NUTRITION OFFICE

METHOD OF EMPLOYMENT: TWELVE (12) MONTHS PERSONAL SERVICES CONTRACT
RENEWABLE, SALARY EQUIVALENT TO GRADE FSN-11

APPLICATION CLOSING DATE: 12:00 PM, FRIDAY, JANUARY 23, 2015

The U.S Agency for International Development (USAID) Mission in Madagascar is soliciting expressions of interest from qualified candidates to serve as a Health System Strengthening Senior Advisor (H3SA) with the Office of Health, Population and Nutrition. The contract is for an initial period of one (1) year subject to renewal based on annual performance review, continuing need for the services, and availability of funds.

BASIC FUNCTION OF THE POSITION

The incumbent of this position will serve as the Health System Strengthening Senior Advisor (H3SA) to the Health Population and Nutrition (HPN) Office, Antananarivo, Madagascar, under the supervision of the Senior Health Advisor.

The H3SA serves as a senior technical advisor leading and supporting activities to improve service delivery and quality with a focus on the commodity supply chain, the expanded community health volunteer (CHV), and Ministry of Health (MOH) human resource, and finance systems. S/he is also the HPN lead on mobile Health (mHealth) activities that strengthen these health systems.

S/he serves as the HPN team expert on health financing and supports efforts to increase the national health budget. The H3SA is also the team lead for increased affordable access to care, universal health coverage, and equity. S/he ensures the quality and appropriateness of HSS activities and their integration in project design and annual work plans. The H3SA oversees program implementation as required and mobilizes and coordinates technical assistance to the MOH and bilateral projects as required.

The H3SA represents USAID on national coordination committees and technical working groups with Health Systems Strengthening (HSS) elements including the Global Alliance for Vaccine Initiative (GAVI) HSS committees and the WHO-led Partners for Health (P4H) committee for universal health coverage.

MAJOR DUTIES

A. Strategic Planning and Program Design

1. Serve as a lead coordinator and technical expert in strategic planning and design of HSS activities; write Project Descriptions and Scopes of Work;

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2. Actively manage and implement plans, policies, and other multi-sectorial initiatives involving human resources, including program design and institutional development;
3. In an effort to address the organizational, technical and human dimensions of sustainability and the Health Human Resource (HHR) needs, provide technical advice on US Government (USG)-supported human capacity development and performance improvement programs;
4. Collaborate as appropriate the review of service delivery and health systems capacity-building data and results; support in-country research studies, evaluations and assessments as they relate to HSS.

B. Senior Technical Advisor and Activity Management

1. Serve as the senior technical advisor to USAID, implementing partners, and GOM counterparts in HSS including mHealth, health financing, commodity supply chain, human capacity development and performance improvement; provide technical guidance and advice in collaboration with related Coordination and Technical Working Groups; coordinate HSS related technical assistance to the MOH and bilateral projects as required;
2. Serve as the Agreement/Contracting Officer's Representative (A/COR) or Activity Manager for USAID HSS activities including commodity supply chain, human capacity development (including Community Health Volunteers and Health Center staff), performance improvement, and Quality Assurance/Quality Improvement. In this context, Responsible for all aspects of project management for her/his assigned activities, including technical and financial, reviewing reports, and providing guidance on annual work plans. As appropriate, provide guidance and advice for other HSS program activities within the HPN portfolio to increase implementing partner effectiveness. The H3SC is expected to serve as the Activity Manager/AOR/COR for at least four projects;
3. In coordination with the respective AOR, undertake site visits as required to monitor integrated HSS activities; troubleshoot implementation problems; provide written recommendations to A/CORs for follow-up;
4. Analyze and estimate annual HSS funding needs; monitor obligations, commitments, expenditures, and results against targets; analyze the results of the annual Expenditure Analysis exercise to evaluate program performance and effectiveness;
5. Lead the writing of the HSS sections in the annual Health Implementation Plan (HIP)/Operating Plan (OP), the Semi and Annual Progress Reports, Congressional Presentations, portfolio reviews, Performance Monitoring Plans, and other key documents;

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6. Synthesize complex project data from multiple sources; manage complex information within very specialized areas including mobile health, health systems strengthening, and health financing and be able to understand and apply all related regulations and requirements;
7. Review program documentation for compliance with USG requirements, audit inspection standards, and compliance with international standards.

C. Representation

1. Work with HSS stakeholders to identify opportunities and give recommendations for USAID to strategically leverage and coordinate HSS investments against other multi-lateral, bi-lateral, national or other resources;
2. Ensure USAID/Madagascar Leaders participation on all multi and bi-lateral coordination meetings and technical working groups related to Health System Strengthening including the Global Fund (GF) County Coordinating Mechanism (CCM), Global Alliance for Vaccines Initiative (GAVI) HSS Coordination Committee and Partners for Health (P4H) Initiative for Universal Health Coverage (UHC) and Social Health Protection (SHP);
3. The H3SA will work with MOH counterparts, UNICEF, and other stakeholders to identify, prevent, and solve bottlenecks and underlying issues.

D. Supervision of the Supply Chain System Specialist (SCSS)

Supervise one full time employee on management of supply chain system; perform all typical first-line supervisory responsibilities pertaining to such full supervision; provide general direction to SCSS and guidance regarding HSS activities to the HPN Team in program design and management, in light of USAID policies and guidelines, and reports to the HPN Office Director, on performance of SCSS.

REQUIRED MINIMUM QUALIFICATIONS AND SELECTION CRITERIA

A. EDUCATION

Minimum Master's degree in Public Health, Business or Public Administration, or Industrial Psychology. A Ph.D. and/or medical degree is highly desired.

B. PRIOR WORK EXPERIENCE

At least seven years of progressively responsible work experience in international public health and/or public/business administration with proven analytical and representational skills is required.

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C. KNOWLEDGE

The H3SA must have demonstrated expert knowledge of health development in Madagascar and an advanced understanding of public health system issues and challenges, opportunities, and best-practices. A thorough knowledge and understanding of Health Systems Strengthening including health care financing, mHealth, health service delivery systems including commodity supply chain, community health volunteer, and MOH systems is strongly desired. Familiarity with USAID activities and business practices is highly desirable.

D. SKILLS AND ABILITIES

The H3SA must have the ability to analyze and synthesize project data, and have excellent written and oral communication skills; and prepare precise, accurate, and complete reports. S/he must have problem-solving skills and the ability to identify solutions in complicated situations, taking into consideration multiple competing priorities, USAID rules, regulations, and requirements and other variables. Demonstrated ability to multi-task and ensure the timely completion of work products is essential. The Specialist must be knowledgeable in MS Office applications, such as Word, Excel, and Power Point, and other data management skills, such as familiarity with other database management applications.

E. LANGUAGE PROFICIENCY

English and French languages at level IV: Fluent professional level speaking, reading and writing required. At this level, an employee is required to possess a high degree of proficiency in both written and spoken English/French, including the ability to translate Malagasy and/or French language into precise and correct English, and English into French. On occasion, this may require acting as an interpreter in situations where considerable importance attaches to proper word meaning.

Malagasy at level III, good working knowledge of speaking and reading.

ADDITIONAL SELECTION PROCESS AND CRITERIA

- This vacancy is open exclusively to interested candidates residing in Madagascar. Non-Malagasy candidates must have the required Malagasy work and residency permits to be eligible for consideration.
- It is essential that candidates address the required qualifications above in the application.
- Current USG employees serving a probationary period are not eligible to apply.

INSTRUCTIONS FOR APPLICANTS

Interested applicants for this position **MUST** submit the following or the application will not be considered:

- 1) A cover letter, in English, which specifically addresses each of the selection criteria. The cover letter should provide more details about how the applicant's skills and prior experience make him/her qualified for the position. Applicants who do not include this information in their

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applications will not receive further consideration;

2) **Completed and SIGNED Federal form OF-612**: this form is mandatory and is available at USAID website: <http://www.usaid.gov/madagascar/work-with-us/careers> and at US Embassy Consular Service entrance (opposite to "Leader Price"), Route Digue, Lot 207 A, Point Liberty, Andranoro Antehiroka, Antananarivo;

3) Curriculum vitae (CV) or resume, in English, with your telephone number and e-mail address;

4) Photocopies of relevant education degrees and certificates demonstrating that the applicant meets the minimum requirements. Applicants are encouraged to submit photocopies. Originals will not be returned;

5) Applicants are required to provide at least three (3) references with complete contact information, including e-mail address and telephone numbers, who are not family members or relatives. The applicant's references must be able to provide substantive information about his/her past performance and abilities. Reference checks will be made only for applicants considered as finalists. If an applicant does not wish for the current employer to be contacted as a reference check, this should be stated in the OF-612 form. The interviewing committee will delay such reference check pending communication with the applicant.

CLEARANCES

The selected individual must obtain medical and security clearances before starting work. USAID/Madagascar will assist in this matter.

SALARY

The position is classified at FSN-11 Grade. Salary will be paid in accordance with USG Local Compensation Plan. Based on the selected candidate's experience, and at the discretion of USAID/Madagascar, s/he may be hired at FSN-10 "trainee" level for the first year of employment. After one year, promotion to FSN-11 will be subject to successful performance. Promotion to the target FSN-11 grade level is mandatory, and failure to achieve the required level of performance is a basis for dismissal.

APPLICATION CLOSING DATE

Submit your application by **12:00 NOON, FRIDAY, JANUARY 23, 2015** to:

USAID/ Madagascar
EXO/HR
Lot 207A, Point Liberty (Route Digue)
Andranoro, Antehiroka
Antananarivo 105 Madagascar

or to the following e-mail address: AntananarivoUSAIDHR@usaid.gov

Attachments to your e-mail should be in Adobe Acrobat Reader format (.pdf) and/or Word format (.doc or .docx) ONLY.

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- a) If you submit your application physically, please mark the envelop:
"PERNOT 2015-01"
- b) If you submit your application electronically, please put as subject:
"PERNOT 2015-01 [your name]"

TO BE CONSIDERED, applications must include ALL the required documents and information, and be received at USAID Office by the above deadline.

EEO/AA: USAID IS AN EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND PROVIDES EQUAL OPPORTUNITY AND FAIR AND EQUITABLE TREATMENT IN EMPLOYMENT TO ALL PEOPLE WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY, POLITICAL AFFILIATION, MARITAL STATUS, OR SEXUAL ORIENTATION.