

<b>Job title:</b>	<b>Country Technical Coordinator</b>	<b>Location:</b>	<b>Mozambique, Maputo</b>
<b>Department:</b>	<b>Technical</b>	<b>Length of contract:</b>	<b>Indefinite</b>
<b>Role type:</b>	<b>Global</b>	<b>Grade:</b>	<b>10</b>
<b>Travel involved:</b>	<b>At least 50% in country travel</b>	<b>Safeguarding level:</b>	<b>1, high risk</b>
<b>Reporting to:</b>	<b>Country Director</b>	<b>Direct reports:</b>	<b>Research Coordinator, SMC Coordinator and Upscale Coordinator</b>
<b>Dotted line manager:</b>	<b>N/A</b>	<b>Indirect reports:</b>	<b>Chief of Party, BMGF-funded surveillance project</b>

### **Organisational background**

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

### **Country programme background**

Malaria Consortium began working in Mozambique in 2005, supporting the development of distribution systems for long lasting insecticidal nets in the country. Our work grew from there to focus on public health communications that sought to increase malaria awareness and preventive behaviours, particularly among schoolchildren and teachers. Using malaria as an entry point, we expanded into integrated community health projects that focused on diagnosing and treating the most common childhood illnesses – mainly malaria, pneumonia and diarrhoea. Most recently, Malaria Consortium introduced mobile health platforms (upSCALE) for the community health

worker's country program and a new initiative to strengthen surveillance system in Mozambique for better decision making based on timely and reliable malaria data. Throughout, we have consistently strived to integrate our work into government-led health programmes and ensure sustainability.

After the completion of a short malaria surveillance-planning grant, Malaria Consortium started a 3 years' implementation grant looking at strengthening malaria surveillance in Mozambique. As part of research, Malaria consortium is piloting the seasonal Malaria chemoprevention in Nampula and Genomic Intelligence in four other provinces to better support NMCM on key strategic decisions towards Malaria Elimination in country.

### **Job purpose**

To provide technical oversight and technical quality assurance to the technical team members and the projects in the Mozambique Malaria Consortium office. To ensure that up-to-date technical knowledge, technical methodologies and national and international best practices are used in programme implementation and programme quality improvement. To ensure that experiential learning and lessons learning are captured, documented, disseminated and inform adaptive management in the project portfolio. To identify relevant ideas and research priorities working with the Country Director, country team members, global technical team, the business development team and key national stakeholders and lead the technical design of suitable studies and projects for country new business development.

### **Scope of work**

The position holder will be responsible for technical oversight for all projects and programmes within Malaria Consortium Mozambique portfolio. The position holder will lead technical quality assurance activities of the country portfolio using a continuous quality improvement approach. The position holder will ensure that programmes are effectively coordinated to achieve coherent technical direction and a complementary/balanced portfolio. The position holder will play an active role in strategic and technical development and expansion of the Mozambique programme portfolio and will provide technical assistance to the Ministry of Health and other key stakeholders that are of technical quality and add value to country collaborations. The position holder will actively participate in relevant technical working groups at national level to foster evidence-informed technical assistance and decision-making. The role involves catalytic-solution building between government and non-government actors and advocacy for health and wellbeing, and communicable diseases control and elimination.

### **Key working relationships**

The CTC will lead technical assistance support to Ministry of Health and the National Malaria Control Programme. The Technical Coordinator will work closely with the Programme Coordinator and the Country Director in determining the strategic direction of the programme, with a focus on technical approaches and public health priorities, and play an active role in new business development. The CTC is expected to be an integral part of the senior management team in country and work closely with the management, technical and operations team in country.

### **Key accountabilities (percent of time spent on each area)**

### **Strategic accountability (20%)**

- Work with the Country Director to lead the development and revision of the technical aspects of the Mozambique country office strategy in line with the organisation's global strategy.
- Work closely with the Country Director in the implementation of the country strategy and periodic updates in response to major changes in the external environment.
- Work closely with the Country Director to identify and strengthen the comparative advantages and differentiators of Malaria Consortium Mozambique office in relation to the health sector in Mozambique
- Work closely with the Country Director to ensure the collation of quality-assured data to demonstrate the contributions of Malaria Consortium Mozambique to the organisational strategic objectives through the Project Results System (PReS).
- Lead the monitoring of technical key performance indicators to demonstrate performance of the country project portfolio.

### **Technical accountability (40%)**

- Ensure all programmes are implemented to high technical quality and based on evidence and best practice. Implement a quality-assurance process that facilitates continuous quality improvement.
- Provide technical input towards rapid and smooth programme start up and responsible closure, including programme transition, to national stakeholders.
- Coordinate identification of technical support needs for programmes and work with the relevant regional and global Technical teams, and technical cluster leads to ensure that technical support is provided on time and to high quality.
- Support the development of M&E plans and utilization of appropriate M&E tools and systems for the country office and its projects, including the Project Results System (PReS)
- Contribute and support implementation of Value-For-Money framework to measure country strategy and interventions.
- Provide technical support to key stakeholders including the Ministry of Health in strategy and policy development and review on communicable diseases control.
- Serve as technical adviser on selected specialist areas on selected projects as agreed with Country Director; sign off on terms of reference and reports for related activities.
- Support identification, selection and oversight of short-term technical assistance to take on defined scopes of work and arrange for the quality assurance of their deliverables.
- Act as Principal Investigator on key research studies, when relevant and when necessary.
- Act as budget holder on key programmes or research studies as agreed with the Country Director when relevant.

### **Recruitment and development of Technical staff (5%)**

- Support the Country Director to identify technical resource gaps in the office and provide input to the recruitment of technical staff.

### **Documentation, Reporting and Communication (15%)**

- Contribute to the development and implementation of internal mechanisms for organisational learning
- Periodically report to the Country Director on the technical progress of programmes and highlight any critical technical issues
- Participate in the writing of policy briefs on key technical topics
- Contribute to advocacy materials development

### **Representation (10%)**

- Represent Malaria Consortium at country, regional and international meetings/workshops on specific technical areas, including relevant networks.
- Represent Malaria Consortium in technical meetings with donors, coordination bodies and Government representatives, as required.

### **Business Development (10%)**

- Work closely with the Country Director and the BD team to identify new business development opportunities which will include identifying areas of interest, responding to relevant opportunities, and writing funding proposals
- Facilitate the identification of ideas, research questions aligned with the country strategy
- Take lead on the technical aspects of proposals development in accordance with donor tender documentation and requirements.

### **Person specification**

#### ***Qualifications and experience:***

##### ***Essential:***

- Master's degree in Public or International Health, Communicable or Infectious diseases, Epidemiology or related discipline
- Medical qualification at Bachelor degree level and familiarity with the Mozambican health system
- Extensive experience at least 5 years working in public health programmes or communicable disease control, with significant experience in a senior role
- Highly knowledgeable about malaria control or direct experience working in malaria control
- Field experience in Southern African countries and a solid understanding of the realities and complexities of in country programme implementation
- Demonstrable experience working in a technical advisory capacity to Ministries of Health and other partners, including relating to policy and guidelines review or development, and programme reviews
- Experience of building effective working relationships between MoH and its stakeholders
- Project or programme management including design, planning, implementation, monitoring and evaluation
- Business development, including needs assessment, the development of concept notes and proposals, and stakeholder consultation and analysis
- Professional working proficiency of Portuguese and English (both written and spoken)

##### ***Desirable:***

- Experience in health systems strengthening
- Experience in strategic planning and strategy implementation
- Experience managing projects or programmes funded by major institutional donors and agencies such as DFID, USAID, the Global Fund, UN or EU and BMGF
- Experience working with teams with diverse cultural and professional backgrounds
- Demonstrable experience in the design and implementation of monitoring and evaluation plans
- Experience in conducting qualitative and quantitative research related to public health programmes
- Financial management and/or experience of working with large budgets

#### ***Work-based skills and competencies:***

***Essential:***

- Strong communication, interpersonal and presentation skills, with strong stakeholder management skills, able to engage effectively with broad and diverse audience
- Strong leadership skills with inclusive and motivational style and strong influencing ability
- Strong problem-solving ability, with excellent planning and organizational skills
- Excellent written and spoken Portuguese and English
- Strong technical writing skills
- Strong computer skills, conversant with MS Office packages
- Self-motivated, proactive and results-focused
- Able to work effectively as part of a team and on own initiative, with ability to work to deadlines whilst being attentive to detail.

***Desirable:***

- Demonstrable data management and statistical analysis skills
- Basic security & communications training
- Experience in genetic and/or genomics project implementation
- Experience in chemoprevention strategy implementation.

<b>Core competencies:</b>
<b>Delivering results</b>
<b>LEVEL C - Supports others to achieve results:</b>
<ul style="list-style-type: none"> <li>✓ Displays a positive and enthusiastic approach and is not deterred by setbacks, finding alternative ways to reach goals or targets.</li> <li>✓ Supports others to plan and deliver results</li> <li>✓ Supports others to manage and cope with setbacks</li> </ul>
<b>Analysis and use of information</b>
<b>LEVEL C- Works confidently with complex data to support work:</b>
<ul style="list-style-type: none"> <li>✓ Interprets complex written information</li> <li>✓ Works confidently with data before making decisions: for example; interpreting trends, issues and risks</li> <li>✓ Acquainted with the validity, relevance and limitations of different sources of evidence</li> </ul>
<b>Interpersonal and communications</b>
<b>LEVEL C - Adapts communications effectively:</b>
<ul style="list-style-type: none"> <li>✓ Tailors communication (content, style and medium) to diverse audiences</li> <li>✓ Communicates equally effectively at all organisational levels</li> <li>✓ Understands others' underlying needs, concerns and motivations and communicates effectively in sensitive situations</li> <li>✓ Resolves intra-team and inter-team conflicts effectively</li> </ul>
<b>Collaboration and partnering</b>
<b>LEVEL C - Builds strong networks internally and participates actively in external networks and think tanks:</b>
<ul style="list-style-type: none"> <li>✓ Builds strong networks internally</li> <li>✓ Participates actively in external networks and/or think tanks.</li> <li>✓ Engages with relevant experts to gather and evaluate evidence</li> <li>✓ Shares and implements good practice with internal and external peers</li> </ul>
<b>Leading and motivating people</b>
<b>LEVEL C – Effectively leads and motivates others or direct reports</b>
<ul style="list-style-type: none"> <li>✓ Gives regular, timely and appropriate feedback,</li> <li>✓ Acknowledges good performance and deals with issues concerning poor performance</li> <li>✓ Carries out staff assessment and development activities conscientiously and effectively</li> <li>✓ Develops the skills and competences of others through the development and application of skills</li> <li>✓ Coaches and supports team members when they have difficulties</li> </ul>
<b>Flexibility/ adaptability</b>
<b>LEVEL C - Supports others to cope with pressure</b>
<ul style="list-style-type: none"> <li>✓ Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems and supports others to do the same</li> <li>✓ Adapts team approach, goals, and methods to achieve solutions and results in dynamic situations</li> <li>✓ Sets realistic deadlines and goals for self or team</li> </ul>
<b>Living the values</b>
<b>LEVEL C - Supports others to live Malaria Consortium's values:</b>
<ul style="list-style-type: none"> <li>✓ Demonstrates personal integrity by using role position responsibly and fairly</li> <li>✓ Cultivates an open culture within the wider team, promoting accountability, responsibility and respect for individual differences</li> </ul>
<b>Strategic planning and thinking and sector awareness</b>
<b>LEVEL C - Keeps up to date with the internal and external environment:</b>
<ul style="list-style-type: none"> <li>✓ Takes into account economic, political and other business factors when drawing up medium and long-term plans, covering both public and private sectors,</li> <li>✓ Looks beyond the immediate operations to prospects for new business,</li> <li>✓ Engages with appropriate internal and external sources to establish major influences on future plans</li> </ul>

