

VACANCY

Position: Lead_ **Regional/Senior National Consultant and Senior National Consultant** (Leadership and Institutional Capacity strengthening)

Experience: Ten years experience

Location of Assignment: Niger state.

Duration: 36 days (spread over 3months).

Malaria Consortium requires qualified personnel who will contribute to strengthening capacity of Health institutions and the leadership responsible for CHIPS specifically in building leadership skills, towards adapted CHIPS program, dissemination and sustainability, in Niger state.

Consultant profile :

- Lead (Reg/Snr Nat Consultant) (1)
- Snr National Consultant(1)

Role of the Lead Consultant (Leadership and Institutional Capacity strengthening):

- Leadership and Capacity Need Assessment (Phase one- 3 month):

This will involve development / adaptation of available and relevant tools to be valid and reliable for identification of the core problems and issues/ needs around the performance of the statutory roles and around the core elements of institutional and leadership capacity of the institutions relevant for CHIPS programme.

- Planning and Capacity building :
Based on the findings of the assessment.

- Phase 2: Mentoring (3months) of the individual trained leader to implement the plan develop

Specific tasks:

Phase 1_ Introduction and Assessment

A. Briefing and introduction of Intervention and technical assistance team meetings

B. Identify key issues, individuals, structure, and arrangement regarding leadership support for sustainable CHIPS programme and assign roles and responsibility.

Planning, Capacity Building and Monitoring

C. Support leadership and capacity strengthening as follows

Phase 2: Assessment of Intervention and Mentoring

Specific tasks:

Lead (Reg/Snr Nat Consultant)

Phase 1

- Briefing by the relevant MC management and staffs to establish common understanding of the interventions and the process.
- Attend meeting with the relevant top management of the relevant MDAs to introduce the technical assistance team and the interventions.
- Lead the assessment (tools development, analysis, and define gaps) on the leadership and capacity strengthening support for sustainable CHIPS programme and identify core issues and gaps regarding leadership.

- Identify internal and external institutional and structural arrangements; and key individuals currently or in medium-term responsible for sustainable CHIPS roll-out at State and LGAs level.
- Develop consensus with the MC and State teams on the leadership and management structure, to feature the relevant MDAs, with the short and long-term roles documented.
- Provide technical support to the leadership and capacity strengthening identified leaders to develop the composite leadership plan in relation to the achievement of the short and long-term targets of the CHIPS programme (State level plan; LGA level plans).
- Actively contribute to development of technical training module and mentoring plan in support of the leadership and capacity strengthening intervention.
- Actively contribute to development training plan on leadership and capacity strengthening to address the identified problems/ issues.
- Lead and provide oversight) to the conduct training on leadership and capacity strengthening to address the identified problems issues amenable to training and mentoring.

Phase 2

- Conduct bi-annual assessment of leadership and capacity strengthening intervention; and apply findings to inform mentoring for identified leaders/revision of the plans
- Conduct follow-up mentoring in support of the leadership and capacity, strengthening, with the parameter of the mentoring defined.
- Mentoring of the individual trained leader to implement the plan developed (3months)
- Prepare overall report for the consultancy.

Snr Nat Consultant

Phase 1

- Briefing by the relevant MC management and staffs to establish common understanding of the interventions and the process.
- Attend meeting with the relevant top management of the relevant MDAs to introduce the technical assistance team and the interventions.
- In collaboration with the Lead TA, actively contribute technical support to the conduct of the assessment (field work, findings, report) on the leadership and capacity strengthening for sustainable CHIPS programme and identify core issues and gaps regarding leadership
- In collaboration with the Lead TA, identify internal and external institutional and structural arrangements for sustainable CHIPS roll-out at State and LGAs level.
- Actively contribute technical support to development of consensus with the MC and State teams on the leadership and management structure, to feature the relevant MDAs, with the short and long-term roles documented.
- Provide technical support to the leadership and capacity strengthening identified leaders to develop the individual leadership plan in relation to the achievement of the short and long-term targets of the CHIPS programme (State level plan; LGA level plans).
- Develop a training module and mentoring plan in support of the leadership and capacity strengthening intervention.

- Develop training plan the training plan on leadership and capacity strengthening to address the identified problems/ issues.
- Conduct of training (development materials, facilitate sessions, evaluation etc) on leadership and capacity strengthening to address the identified problems issues amenable to training and mentoring.

Phase 2

- In collaboration with the Lead TA, actively contribute technical support to the conduct bi-annual assessment of leadership and capacity strengthening intervention; and apply findings to inform mentoring for identified leaders/revision of the plans conduct of the assessment
- In collaboration with the Lead TA, conduct follow-up mentoring in support, with the parameter of the mentoring defined.
- Mentoring of the individual trained leader to implement the plan developed(3months)
- Prepare report of the on the key aspect of the TA support as agreed with Lead TA

Phase 3: Statewide roll out to other LGAs and communities.

- The implementation and lessons from implementation of the set of activities in phases 1 and 2 for the state and 9 LGAs will determine the expansion of the scope to

Deliverables:

Phase 1

- CHIPS leadership and capacity strengthening core issues and gap identified, analysed and documented.
- Internal and external institutional arrangements related to CHIPS programme identified, and documented
- Agreed leadership and management structure for CHIPs programme described, and graphically illustrated.
- Leadership and capacity strengthening plan for CHIPS programme developed
- Training (State and LGA level) of identified leaders (State level; and LGA level) and conducted and reported.

Phase 2

- Leadership and capacity strengthening intervention assessed; and findings applied for improvement
- Follow-up mentoring of the leadership and capacity strengthening intervention conducted and documented

Other Deliverables

- At the end of each phase, one-page (bullet point) summary of implementation process/ findings and recommendations provided to and discussed with the Staff Technical Lead'
- 'Within 5 days after the assignment completion, provide a draft report to the Staff Technical Lead for this specific assignment using the standard format provided'
- 'Within 5 days after receipt of comments on the draft report, produce a final draft report to the Staff Technical Lead'

Qualification:

The consultants and the person specification are as follows:

- A. Lead_ Regional/ Senior National Consultant (Public Health Leadership and Institutional capacity strengthening)**
1. A postgraduate degree in public health, management, or social sciences.
 2. At least ten (10) years' experience in application of capacity building approaches for effective leadership; additional leadership training qualification will be an advantage.
 3. Demonstrable experience in design, and institutionalisation of effective leadership structure and functions within government health system.
 4. Demonstrable ability to interact at management and policy level in the health sector to achieve desired results.
 5. Demonstrable ability and experience to lead and manage team of health experts, for efficient performance of assigned task tasks.
 6. Leadership attributes, facilitation skills, and a team player with respect for timelines.
 7. Report writing skills, with proficiency in the use of MS office (Word, PowerPoint, Excel).
- B. Snr National Consultant- (Leadership Planning, Training and Mentoring)**
1. A postgraduate degree in public health, management, Statistics, or social sciences.
 2. At least seven (7) years' experience in application of planning including development of logic model for intervention in the health sector.
 3. Experience with development of leadership mentoring plan and assessment of performance according to plan.
 4. Conversance and demonstrable ability to interact with team of health experts to achieve desired results.
 5. Facilitation skills and a team player with respect for timelines
 6. Ability to summarise and graphically illustrate finding of assessment/ intervention for different audiences.
 7. Report writing skills, with proficiency in the use of MS office (Word, PowerPoint, Excel).

Interested and qualified candidate who are passionate and willing to contribute towards the achievement of our goals should kindly send their CVs to hr.nigeriaconsultant@malariaconsortium.org on or before **12noon Tuesday, 15th June, 2021.**

Subject of the mail: Please indicate position applied for i.e Lead_ Regional/Senior National Consultant or Senior National Consultant(***BMGF Leadership and Institutional Capacity strengthening***) whichever is applicable as the subject title of your email application.

Kindly note that applicants who do not follow this specification, will be disqualified.

All application should be submitted on or before 11:59am **Tuesday, 15th June, 2021.**

Only Shortlisted candidates will be contacted

NB: Malaria Consortium does not accept or ask for payment during recruitment. We also would not accept hardcopy CVs; all applications should be sent through the above email address.