



United Nations Children's Fund
JOB PROFILE (JP)



I. Position Information

Job Title: **Primary Health Care Specialist (Ezaka Ho Tomady Project)**
Title/Level of supervisor: **Chief Health Section**
Organizational unit: **Program**
Job Location: **Madagascar Country Office**

Job Level: **Level 4**
Job profile no.:
CCOG code: **1103n**
Functional code: **HEA**
Job classification level: **Level 4**

II. Organizational context and objective of the position

This call for applications is part of the implementation of the "UE Santé Ezaka ho Tomady" programme, with UNICEF as one of the main implementing partners. The program, funded by the European Union with 32.5 million euros, aims to strengthen the healthcare system in Madagascar by improving access to quality services. It is structured around three main components:

Component 1 - Access to Medicines and medical products: This component seeks to expand access to quality medicines through the SALAMA procurement center by strengthening its logistics, storage infrastructure, and accelerating digitalization. It is implemented in partnership with AFD.

Component 2 - Improving Health and Nutrition Services: This component focuses on improving access to primary healthcare, especially in rural and vulnerable areas, including the rehabilitation of healthcare infrastructure, malnutrition prevention, and the integration of new healthcare technologies such as e-health.

Component 3 - Health System Governance: This component aims to enhance the management of human and financial resources within the health system, improve the autonomy of health commodities management, and ensure accountability. IRD will lead the implementation of this component.

The program will be implemented in synergy with the "Programme d'appui à l'atténuation des effets de la crise du COVID-19 à Madagascar ainsi que des crises résultant d'évènements climatiques et économiques." programme, which aims to rehabilitate 40 CSBs, 5 CHRDs, and 1 CHU, selected in collaboration with the Ministry of Health. These infrastructures will serve as a foundation for the component 2 (equally implemented by the UNICEF) focused on improving healthcare services within the Ezaka ho Tomady programme.

Job Objective: Under the direct supervision of the Chief Health Section, the Primary Health Care (PHC) Specialist is the main person responsible for the management, technical coordination and implementation of the Ezaka ho Tomady PHC project, funded by the European union, which will focus on 6 regions of Madagascar, including the 4 priority regions of Diana, Vakinankaratra, Haute Matsiatra and Atsimo Atsinanana, as well as the 2 regions of the "Pacte vert project", namely Androy and Anosy. The general aim of the component 2 project is to improve access to, and the use of, quality essential health services, by targeting mother and child, adolescents and young people (particularly girls) and the most vulnerable populations. The project focuses on improving access to services and the quality of maternal, neonatal, child and adolescent healthcare in basic health facilities and district hospitals. He/she will be responsible for maintaining a technical dialogue with the donor (the European Union Delegation) and working closely with the two main other components of the programme "UE Santé - Ezaka ho Tomady" in particular with the coordination and operational research team in charge of the general coordination of the Programme. He/she ensures the implementation of the PHC project and contribute to the monitoring of the Ezaka Ho Tomady programme with the Technical Team of the European Union Delegation (UED) and the government side through periodic coordination and monitoring meetings (steering committees). He/she supervises the project staff as well as the technical assistance (District Technical Assistance, Hospital Doctors, Consultants, Non-Governmental Organizations, etc.). He/she also supervises the central level staff (the cross-functional technical team), for the contributions they make to the project. He/She collaborates with the UNICEF Health Section units to ensure synergy and complementarity with the country programme and UNICEF mandate, particularly in the area

of reproductive, maternal, neonatal, child and adolescent health (RMNCAH). He/She identifies and shares any bottleneck or obstacle with the Health Section Chief, the UED technical team, the coordination and operational research team and relevant partners. He/She proposes concrete solutions to adjust and guide project actions, conducts monitoring visits in the field and actively participates in the project technical committee as well as the Ezaka ho Tomady steering committee. He/She ensures compliance with the donor's financial requirements and the production of required reports.

III. Key functions, responsibilities and related tasks/obligations

Summary of main functions/responsibilities:

- 1. Management, planning and coordination**
- 2. Effective management of project resources**
- 3. Project performance monitoring and evaluation**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

1. Management, planning and coordination

- Ensure the effectiveness and optimal execution of the project through a rigorous and transparent approach to project planning, monitoring and evaluation.
- Establish annual project implementation objectives, strategies and plans, drawing on the terminology and methodology of results-based planning (RBP).
- Determine project priorities and national skills to ensure concrete and sustainable results.
- Provide technical and operational support at all stages of the programming process to ensure the integration, coherence and harmonization of the project with the other components of the Programme and the achievement of planned and allocated results.
- Suggest changes and recommendations, new approaches, methods and practices and participate in the exchange of information and the development of training and guidance materials.
- Participate in steering committee meetings and other important project meetings with government counterparts and support them and other implementing partners in resolving issues and bottlenecks.
- Prepare required documentation, briefing notes and other important project documents as well as regular project reports for management, donors and partners to keep them informed of project progress.

2. Effective management of project resources

- Oversee and evaluate project staff and subgrants performances (both UNICEF and TA) and quality of deliveries
- Identify human resource needs and ongoing staff development needs and provide training, support and guidance to the project team to achieve expected results.
- Ensure the optimal use of funds through supervision, allocation and disbursement of funds and by ensuring that funds are used and liquidated in a timely manner in accordance with organizational standards and procedures as well as donor commitments.
- Take appropriate measures to optimize the use of funds while ensuring reporting and monitoring the distribution of inputs, materials and equipment at all levels of the health pyramid.

- **Project performance monitoring and evaluation**

- Actively monitor project implementation through field visits, surveys and/or information exchange with partners/stakeholders to assess progress, identify bottlenecks and potential problems and take timely decisions and corrective actions as necessary to address identified issues.
- Coordinate with partners to ensure that monitoring systems are properly designed and can easily interoperate with the coordination and operational research team and that data collection and analysis from field visits are coordinated and standardized across programs to feed into program performance monitoring, with particular attention to humanitarian response.
- Implement a rigorous and transparent approach to evaluation and participate in major monitoring exercises, programme reviews, annual sector reviews as well as project evaluations (mid-term and final) in collaboration with the DUE technical team, coordination and operational research team operations managers, evaluation managers and other partners and determine the actions/interventions required to achieve results.
- Prepare monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in project management, identify lessons learned, share findings with all implementing actors and use the knowledge gained for planning timely interventions that can help achieve the set objectives.
- Provide technical support to ensure that a set of program performance indicators are identified, analyzed and adjusted as necessary while ensuring that the program has quality information to assess progress towards expected results established in annual work plans.
- Plan and/or collaborate with internal and external partners to establish benchmarks for monitoring performance indicators and other indicators in order to assess and strengthen cohesion, coherence and the production of concrete and sustainable results for the assigned sector in health programs.

3. Networking and partnership building

- Develop partnership and collaboration with internal and external counterparts, including those from the United Nations and national and international partners, to improve the capacity for collection and dissemination of development data and information, information exchange as well as the status of project implementation.
- Provide technical advice and operational support to government counterparts, NGO partners and other country office partners/donors on the interpretation, application and understanding of UNICEF policies, strategies, processes and best practices and approaches on health-related issues to support planning, management, implementation and delivery of project results.
- Establish project work plans, monitor compliance, analyze and evaluate project constraints and challenges in collaboration with the UED technical team, the government party and other implementing partners.

4. Innovation, knowledge management and capacity building

- Apply and introduce innovative approaches and good practices to strengthen the capacities of the project team, partners and stakeholders to support the implementation and delivery of concrete and sustainable programme/project results.
- Working closely with Health Specialist (M&E), Health Officers at the regional level, Programs officers at the central level as well as the department in charge of monitoring and evaluation of the Ministry of Health in order to strengthen their capacities and obtain concrete and sustainable program/project results.
- In close collaboration with the coordination and operational research team of the Ezaka ho Tomady programme, he/she carries out research to provide evidence to support the implementation of leading health best practices.

- Evaluate, institutionalize and share best practices and acquired knowledge.
- Contribute to the development and implementation of policies and procedures to ensure optimal effectiveness and efficiency of sustainable programs and projects.
- Organize and implement capacity building initiatives to improve stakeholders' skills to promote sustainable results in health-related programs/projects.

IV. Impact of the results

The effectiveness and efficiency of the support provided by the Project Manager Ezaka Ho Tomady in the preparation, planning and implementation of programmes facilitates the achievement of concrete and sustainable results that have a direct impact on improving the health of the most marginalized and vulnerable women and children in the country. This in turn contributes to maintaining and strengthening UNICEF's and the EU funded programme credibility and capacity to continue providing programme services to protect children's rights and promote greater social equality to enable them to survive, develop and reach their full potential in society.

V. Values and competencies required by UNICEF (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Responsibility
- Sustainability

ii) Core competencies (for staff with supervisory responsibilities) *

- Nourishes, leads and manages people (2)
- Demonstrates self-awareness and ethical conscience (2)
- Works in collaboration with others (2)
- Establishing and maintaining partnerships (2)
- Innovate and accept change (2)
- Think and act strategically (2)
- Willingness to achieve impactful results (2)
- Manages ambiguity and complexity (2)

VI. Qualifications required for recruitment

Education:	<p>- An advanced university degree in one of the following fields is required: General medicine, public health/nutrition, pediatric health, family health, health research, global/international health, health policy and/or management, environmental health sciences, socio-medical sciences, health education, epidemiology or other relevant technical field (gynecology and obstetrics, pediatrics...)</p> <p>- A PhD degree will be an asset.</p>
Experience:	<p>- A minimum of eight years of professional experience in one or more of the following areas is required: public health/nutrition planning and management, maternal and newborn health care, public health, project management, or health/humanitarian emergency preparedness.</p> <p>- Experience working in a developing country as an asset</p> <p>- Successful experience as a project manager in the health field is considered an asset.</p>

	- Relevant experience within an agency or organization of the United Nations system is considered an asset.
Language experiences:	Fluency in French and working knowledge of English is required.