

Job description

Job title	Health System Strengthening Officer
Thematic Area(s)	Leadership and Governance (L and G), Data for Decision Making (D4D), Coverage and Quality (C and Q) Gender Equity and Social Inclusion (GESI)
Geographic Area focus	Designated Local Level Governments (LLGs)- Madhesh Province
Reporting and Accountability to	Thematic Provincial Coordinator (L and G or C and Q or D4D)
Technical reports to	Thematic Provincial Coordinator
Technical Co-ordination with	Thematic Provincial Coordinator/Thematic Technical Specialists
Line management responsibility for	NA
Technical management responsibility for	NA
Liaison with	Health System Strengthening Officer across the LLGs
Location	(Madhesh Province) <i>(Post holder to be based on the Health Division/Section of one the designated LLG)</i>
Type of contract	Fixed-term, full-time contract, 40 hours per week, until 31 October 2022
Post holder	To be recruited
Background	The Nepal Health Sector Support Programme 3 (NHSSP3), funded by UK aid has been running from April 2017 and will continue until December 2022. The programme is led by Options Consultancy Services Limited with two consortium partners: HERD International and Oxford Policy Management. For further details on each consortium partner – please see

respective websites: Options: www.options.co.uk ; HERD International: <https://herdint.com/>; OPM: <https://www.opml.co.uk/>

We seek to build a resilient health system that delivers quality health services, ensuring that no-one is left behind. The programme has two components. The first component is the provision of responsive and technical support to the Ministry of Health and Population (MoHP), increasing its capacity to improve health policy-making and planning, procurement and financial management, health services and the use of evidence for planning and management. The second component aims to increase the MoHP's capacity to retrofit health infrastructure to withstand future earthquakes. Both components are integrated and provided by a team based in Kathmandu and "embedded" with the Government of Nepal.

The two-year costed extension to the programme is in response to federalism and will transition technical assistance from the Federal MoHP to local level governments in priority provinces and municipalities. We have reconfigured our technical assistance into three thematic areas which align with new subnational governments overarching priorities for strengthening health outcomes: leadership and governance resulting in improved stewardship of the health sector; data for decision making, facilitating the use of high quality data to enable decision making; and coverage and quality, institutionalising sustainable quality assurance and improvement processes with access to quality basic healthcare services. Cutting across and supporting the three thematic areas is Health Infrastructure retrofitting priority hospitals, sub-national support to produce integrated health infrastructure development plans and capacity enhancement and policy development. Gender, Equity and Social Inclusion (GESI) cut across all areas and integrated into the design.

Main purpose of the Job

The overall purpose of this job is to strengthen health systems at the local governments, particularly for improving the delivery of quality health services in the designated palikas. At the sub-national level, NHSSP's main objectives are to strengthen the organisational capacities for managing the health services, formulation of evidence based Annual Plan and Budget (AWPB) and delivering on the national and local health priorities as per respective governments' AWPBs, particularly ensuring that quality health service delivered with LNOB goals are met. A related and important goal for NHSSP at the palika level is to also document and share the lessons from the support provided to local health systems.

Main duties

Health System Strengthening Officer will provide the overall technical support to the local health office and relevant palika officials, in the designated palika. The HSSO, in consultation and close coordination with the NHSSP team based at the provincial level, will work to support the local level to align relevant health policies, strategies, frameworks, and programmes with those provided by the FMoHP/PMoHP/MoSD and other concerned government entities overseeing the health sector programmes. S/he will also support the

local health office and relevant palika officials to effectively implement and monitor these various policies/strategies/frameworks/programmes.

Technical support responsibilities

- Support assessment and enhancement of organisational capacities for the management of health sector functions at the local level as per standard frameworks and tools
- Support the local government to develop action plans to address identified capacity gaps at the local level to strengthen management as well as delivery of quality health services; and facilitate capacity enhancement activities with the focus on inclusive health planning and budgeting to ensure LNOB
- Provide technical support for the roll-out, and improved management and delivery of the Basic Health Care Services package at local level and at the point of delivery (facilities), with a particular focus on MNCH and FP/SRH services.
- Facilitate and support to improve the health sector governance through uptaking the Local-Government Institutional Self-Assessment (LISA) implementation.
- Facilitate the implementation of Minimum Service Standards (MSS) for health facilities, support the interpretation of the findings and in developing action plan to address the identified gaps. This will also require supporting health coordinators and any health workers to plan and undertake at the MSS improvements at the facilities on an ongoing basis, across all domains.
- Provide technical assistance for the roll-out of routine data quality assessment (RDQA) and other similar tools for systemic quality improvements in data gathering, analysis and use.
- On monthly basis support the health offices to undertake reviews of progress on programme implementation, analyse HMIS and other monitoring data (e.g. Aama, MPDSR, etc.) and promote their use in regular decision-making processes
- In collaboration with the NHSSP provincial Coordinators, engage in supporting the drafting of any relevant policy and legal frameworks for the local level, operationalisation of guidelines and implementation frameworks for planning and budgeting and monitoring progress aligned with federal, provincial and local priorities
- Under the supervision of (and support from) NHSSP federal and provincial teams support the planning, roll-out, delivery and continued monitoring of specific interventions at the local level (e.g. quality improvement processes, clinical mentoring, social audit, PNC home-visits, MPDSR strengthening, visiting service providers, referral strengthening, etc.)
- Provide support to any cross-palika level planning and programme delivery and monitoring, and work with the erstwhile district health offices where relevant
- Facilitate the local planning process to ensure an inclusive approach that engages stakeholders and communities to reflect health needs in the local context
- Accomplish any other evolved responsibilities given by Provincial Coordinators and Sub-National Programme Coordinator.

Cross-team responsibilities

- Work closely with other HSSO in the designated province as 'peer support' to provide any technical inputs to other NHSSP thematic areas

- Support the federal and provincial NHSSP teams in developing health profiles, fact sheets, case studies, periodic and annual progress reports of the specific palika(s)
- Document the implementation approaches, for example for planning and budgeting, provider mapping and existing partnership arrangements and any other activities identified by NHSSP
- Support the production of briefing notes and learning briefs (including pictures) highlighting learning from the field level working in close collaboration with Provincial Coordinators, Sub-National Programme Coordinator and where required with the NHSSP Communications and Advocacy Manager and MEL Officer.
- Support NHSSP team on any activities requiring coordination with respective provincial health directorate, provincial health office and district health office when needed
- Within NHSSP, regular communication and coordination is expected with Provincial Coordinators, and Sub-National Programme Coordinator and when required with other Kathmandu-based Thematic Specialists and Advisors

Note: This job description reflects the present requirements of the post. As duties and responsibilities change and develop, based on contextual changes, the job description will be reviewed and be subject to amendment in consultation with the job holder.

Signed by:

Date:

Criteria	Essential	Desirable
Qualifications		
Master's degree in public health, nursing, or a relevant social science subject OR Bachelor's degree In Public health, nursing or relevant social sciences subject with substantial experiences	✓	
Experience		
Minimum of 3 years of work experience in relevant field	✓	
Previous work experience at sub-national level	✓	
Good knowledge of MNH and SRH/FP issues, in any of the NHSSP thematic areas (Leadership and Governance, Data for Decision-making, Coverage and Quality of health services, GESI)	✓	
Familiarity with the planning and budgeting process in the health sector	✓	
Good understanding of the operations of the Govt of Nepal, MoHP, and familiarity with all spheres of government		✓
Familiarity with major programme components in the health sector and ongoing reform process		✓
Excellent knowledge on health system approach and its interaction with different building blocks in federalised context	✓	
Skills and attributes		
Excellent writing skills in English and Nepali	✓	
Self-starter, able to work independently or as part of a team	✓	
Critical thinking and problem-solving skills	✓	
Excellent planning and organising skills	✓	
Strong internal and external communication and facilitation skills	✓	
Other requirements		
Pro-choice	✓	
Commitment to equal opportunities	✓	
A commitment to the programme's and Options' principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights	✓	

Fluency in written and spoken English	✓	
A commitment to the programme's and Options' principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights	✓	
Applicants must have the right to live and work in Nepal	✓	
Fluency in written and spoken English	✓	
Willingness to travel across districts and local levels as per the requirement of job responsibility	✓	
A commitment to the programme's and NHSSP principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights	✓	