

Job description

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| Job title | Coverage and Quality Team Leader |
| Thematic Area | Coverage and Quality |
| Geographic Area focus | All governance spheres (Federal, Provincial & Palika) Focal provinces: Province 2, Province 5, Province 7 |
| Reporting and Accountability to | Health Systems Lead (Cross-thematic) |
| Technical Co-ordination with | Options Technical Specialist |
| Line management responsibility for | Coverage and Access (SMNH & FP/SRH) Specialist, Quality of Care (SMNH & FP/SRH) Specialist, FP/SRH Officer, SMNH Officer |
| Technical management responsibility for | Coverage and Quality Team and Lead Provincial Co-ordinator |
| Liaison with | D4D Team Leader, L&G Team Leader, HI Team Leader and GESI/LNOB Thematic Leader |
| Location | Kathmandu, Nepal |
| Type of contract | Fixed-term, full-time contract, 40 hours per week, until 31 December 2022 |
| Post holder | To be recruited |

Background

The Nepal Health Sector Support Programme 3 (NHSSP3), funded with UK aid, runs from March 2017 to December to 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 Ministry of Health'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 programme supports the health system under the federal structure and has transition technical assistance from the Federal Ministry of Health to local level governments in priority provinces and municipalities. We have configured 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) will cut across all areas and will be integrated into the design.

Main purpose of the Job

The Coverage and Quality Team Leader will provide TA under the Coverage and Quality Thematic Area. The objective of this post is to provide effective technical inputs to the MoHP/DoHS to enable them to deliver against the objectives of NHSP 3, especially as regards ensuring equitable access to quality health services, which leave no-one behind. The C&Q Team Leader will also have to support the development of the framework for providing technical support at sub-national levels and oversee its technical delivery to ensure C&Q thematic priorities are met. The key purpose of the Thematic Area is to ensure sustainable quality assurance and improvement processes are institutionalised at all levels with increased access to quality Basic Health Care Services (BHCS) and Emergency Obstetric and Newborn Care (EmONC), particularly among the poor and disadvantaged (and in remote areas).

Main duties

The Coverage and Quality Team Lead has overall responsibility for providing strategic direction to this thematic area, ensuring integration with the other NHSSP thematic areas, and that evidence from implementation is reflected in MoHP policy, planning, budgeting and programmes. S/he will provide robust technical leadership for the team, support capacity enhancement to the MoHP and DoHS, and relevant sub-national government bodies as needed, to improve equitable access and the quality of health services.

Overall strategic technical leadership responsibilities

- Provide strategic technical leadership and oversight of the C&Q Thematic Area, to guide design and implementation of strategies and programmes, ensuring that activities lead to planned outputs and outcomes, and the ultimate results/impact.
- Lead the development of C&Q programme strategic plan and operational frameworks that guide implementation, ensuring that programme strategies and approaches are aligned with the best available international evidence and best practice.
- Ensure the C&Q Thematic Area is forward-looking and horizon-scanning to enable proactive and adaptive responses to changing national and external contexts (for example – federalism, disease outbreaks, global commitments, natural disasters, etc.).
- Support DoHS to review policies in Safe Motherhood and Newborn Health (SMNH) and Family Planning/ Sexual and Reproductive Health (FP/SRH), identifying areas of overlap and opportunities for synergy and gaps that may require further attention to ensure they mutually reinforce and facilitate integration and improvements in quality in practice.
- Support the Health Directorate with MoSD in the focal provinces, in close collaboration with the sub-national NHSSP team, to design and deliver on policies and programmes that are well aligned to federal requirements, and suited to sub-national contexts, particularly with respect to improve coverage and quality of RMNCH & FP services.
- Work closely with DoHS and other External Development Partners to strengthen service quality through establishment of a culture of following protocols and supportive supervision by coordinating with related divisions and assure all SMNH services are up to current national/ international standards.

Specific technical delivery responsibilities

- Lead on implementation of Safe Motherhood and Newborn Health Roadmap 2030, SBA strategy and SBA training strategy, and Nursing and Midwifery Strategy.
- Lead on the implementation of the agreed recommendations of the Aama Surakshya Programme review, by developing revised guidelines, and aligned with the SMNH Roadmap recommendations
- Lead on development of a comprehensive Continuous Quality Improvement and Quality Assurance Strategy for Safe Motherhood and Newborn Health, and support align/integrate this with any Govt. efforts on improving quality of care. This would need to be a forward looking strategy that encompasses current strategies and programmatic efforts that contribute to improving quality of care (e.g. Minimum Service Standards, training quality improvements, coaching and mentoring of health-workers) and suggest new mechanisms that further strengthen facility level service delivery.
- Lead on improving training quality, and training sites strengthening to enable key facilities to become centres of excellence.
- Lead on periodic updates and revisions to any key strategies, standards, protocols, management guidelines, etc. relevant to SMNH and FP/SRH areas, and provide technical support for their implementation.
- Lead on any specific disease-outbreak related response planning and implementation within the SMNH and FP/SRH continuum, (e.g. COVID-19 related) that may include ensuring continued delivery of planned

programmes and any adaptations to them; or any new programmatic activities that are disease specific or disease sensitive.

- Provide technical direction and oversight to, and hold final accountability for, effective implementation of various programmes at federal, provincial, and municipality level that the C&Q team is currently responsible for.

Cross-team responsibilities

- Provide substantive technical inputs to evidence building by identifying gaps from a Coverage and Quality perspective; supporting piloting any high impact packages of SMNH and FP/SRH services in selected areas and with specific population groups; advising on operational research and any evaluations needed to improve coverage and quality of services to achieve LNOB goals.
- Provide substantive technical inputs to and support institutionalisation of various programme monitoring mechanisms within the government system.
- Support policy development and strengthening at the MoHP level as well as for sub-national levels from a Coverage and Quality perspective, through active engagement with stakeholders within the ministry and across the relevant divisions of the DoHS.
- Collaborate with other NHSSP thematic areas to develop an understanding of GoN budget and expenditure trends in the respective technical areas (e.g MNH, FP) and participate in subsequent discussions and planning at all governance levels based on findings.
- Support technical discussions and provide inputs to Govt. health budget priorities as relevant, and draw out implication for continued SMNH and FP/SRH programme development and implementation
- Encourage and support adoption of bottom-up approaches within the Govt. through mechanisms that strengthen local level planning and enable stronger and effective linkages with higher levels of governance.
- Identify, seek/provide inputs on LNOB issues and use policy guidance to design, develop, guide and implement SMNH and FP/SRH programmes

Management responsibilities

- Lead annual technical planning for the C&Q thematic area, and produce a costed work-plan, and manage the C&Q thematic area budget to ensure that financial objectives are achieved
- Regularly track progress against workplans and ensure C&Q team effectiveness throughout the programme life; Inspire, actively engage, mentor, coach and support staff to ensure they are motivated and performing.
- Ensure effective quality assurance process is adhered to, for the C&Q thematic area's technical outputs and deliverables and ensure that these are produced on time and in accordance with the programme's objectives and terms of reference.
- Participate proactively in and provide strategic inputs to Strategic Leadership Team, which includes the NHSSP Team Leader, Deputy Team Leader and other Thematic Area Team Leads; and ensure appropriate management and governance of the C&Q thematic area through effective working with the Strategic Leadership Team,
- Ensure the C&Q thematic area is an integrated workstream across D4D G&L, HI and GESI through proactively working with Thematic Leads to align resources and approaches
- Identify, monitor and manage any risks to the C&Q Thematic Area results.

One-team approach, Collaborations and Relationships

- The C&Q Team Lead will adopt an "one team approach" to delivery of the programme, and emphasise the collective responsibility of all C&Q Team members to achieve the cross cutting objectives of building the resilience and improving the equity and quality of the Nepal health system while Leaving No-One Behind.
- Work collaboratively with Options' Technical Specialist any NHSSP International Technical Specialists to adhere to consistency and quality of the C&Q Thematic Area's delivery to meet NHSSP quality standards.
- Lead and oversee relationships with MoHP, DoHS and provincial government counterparts an on-going basis, and apply supreme diplomacy, influencing and consensus-building skills to build alliances with a range of stakeholders, external development partners and networks.

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 | | |
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| Medical/ Nursing with Public Health Degree | ✓ | |
| Experience | | |
| Significant and proven of experience (at least 15 years) in development and implementation of programmes within the health sector, and strengthening government health system, preferably in Nepal | ✓ | |
| Knowledge of international best practice on SMNH, FP/SRH, Quality of Care and Quality Improvement and Quality Assurance approaches | ✓ | |
| Knowledge of monitoring/critical analysis of health system performance focusing on SMNH, FP/SRH | ✓ | |
| Knowledge of the issues affecting women's health and access to service in Nepal | ✓ | |
| Good experience on communicating evidence effectively to better inform SMNH and FP/SRH planning, decision making, advocacy and accountability within government. | ✓ | |
| Knowledge and experience of working closely with supporting / implementing health programmes with measurable outcomes (preferably large scale TA programmes) | | ✓ |
| Deep understanding of the operations of the Govt of Nepal, MoHP, and familiarity with all spheres of government. | ✓ | |
| Proven experience in strategic planning, budgeting and programme control | ✓ | |
| Excellent record of people management and management of teams, | ✓ | |
| Skills and attributes | | |
| Strong leadership skills | ✓ | |
| Self-starter, able to work independently or as part of a team | ✓ | |
| Critical thinking and problem solving skills | ✓ | |
| Planning and organising | ✓ | |
| Decision-making | ✓ | |
| Communication skills | ✓ | |
| Influencing and leading | ✓ | |
| Negotiation | ✓ | |
| Other requirements | | |
| Commitment to equal opportunities | ✓ | |
| Applicants must have the right to live and to work in Nepal | ✓ | |
| Ability to travel within Nepal as required | ✓ | |
| Fluency in written and spoken English | ✓ | |