

Job description

Job title	Uganda Country Lead
Department	<ol style="list-style-type: none"> 1. Women's Integrated Sexual Health (WISH2ACTION) 2. Reducing High Fertility Rates and Improving Sexual Reproductive Health Outcomes in Uganda (RISE)
Location	Uganda
Reporting to	WISH2ACTION Regional National Ownership & Sustainability lead based in Nairobi, Kenya
Responsible for	<p>Directly line managing:</p> <ul style="list-style-type: none"> • 3 Advisors-Evidence and Accountability Advisor, Advocacy Advisor and Health Care Financing Advisor • 1 Programme and Operations Officer • 1 Finance and Administration Officer
Liaison with	<ul style="list-style-type: none"> • Senior Technical Support (STS) • All members of the Options' team and Short Term Technical Assistance (STTA) for WISH Lot 2 and RISE • Consortium partners for WISH Lot 2 and RISE • Government counterparts and key health sector stakeholders in Uganda
Hours	Full time, 40 hours per week
Type of contract	Fixed Term, up to 31st March 2023
About Options	
<p>We are a global team of experts and innovators tackling some of the world's most pressing health challenges. We work with leaders and change makers around the globe to bring health strategies to life. We provide ideas, advice and technical know-how that enable our partners to build a path to lasting change.</p> <p>With 30 years' experience in global health, we collaborate with our partners to explore existing evidence, combine expertise, scale up ideas and co-create solutions that accelerate change. This includes collaborating on policy design, managing initiatives, building powerful coalitions and galvanising social movements. Our impact is felt across whole communities, with a focus on women, girls and those who have been marginalised.</p> <p>As part of MSI Reproductive Choices, all our profits go back into supporting MSI's own mission of children by choice, not chance.</p> <p>We believe in a world where everyone can access the high-quality health services they need, without financial burden.</p>	
WISH AND RISE programmes	
<p>DFID's Women's Integrated Sexual Health (WISH) programme (Lot 2) will provide approximately £132m to deliver integrated sexual and reproductive health and rights (SRHR) services in 13 countries in Africa and 3 in Asia. The WISH programme builds on previous successful initiatives supported by DFID and others to expand sexual and reproductive health care services and support countries which have made FP2020 commitments to achieve them. The programme is expected to ensure that women are able to safely plan their pregnancies and improve their sexual and reproductive health, particularly the young and marginalised.</p>	

The programme will increase access to family planning and integrated sexual and reproductive health services for women, men and young people across Africa and Asia through a combination of: (i) rights-based provision of private sector sexual and reproductive health information and services, and strengthening of public sector health information and services; (ii) addressing barriers to family planning uptake at individual, interpersonal, community and institutional level; and (iii) improving policies, government financing and commodity security to create an enabling environment for family planning and sexual and reproductive health and rights.

The programme is designed to contribute to the following four outputs: 1) Community/individual choice: people have the knowledge and community support to make informed SRHR decisions and advocate for quality services; 2) National Ownership: improved policies, government financing, commodity security and public sector SRHR capacity and services; 3) Private Sector Access: access to quality, voluntary FP and other SRH services, eliminating barriers for young and marginalised women; and 4) Global Goods: evidence-based innovations and practice shared globally to increase women's choice and access to SRHR services.

WISH2ACTION is led by the International Planned Parenthood Foundation (IPPF) with the following consortium partners: Options (national ownership lead); Marie Stopes International (service delivery partner); International Rescue Committee (service delivery partner); Development Media International (social norm and behaviour change lead) and Handicap International (inclusion of disabilities).

Options' approach to National Ownership is to support governments to prioritise SRHR in domestic financing, and to develop and implement evidence-based policies and plans to meet commitments that create an enabling environment for SRHR and address the unmet need for SRHR, particularly among the poor, youth under 20, and people with disability. The following results will help achieve stronger national ownership for SRHR:

- Evidence-based culture within national and sub-national governments that use data to drive legal, financial, policy and quality of care decisions and actions.
- Strengthened legal, financial, policy and quality of care demonstrated through leadership by national and sub-national governments.
- Functional and sustainable accountability systems that track SRHR commitments and key indicators, and use this evidence to hold leaders to account.

The 5-year UK aid funded 'Reducing high fertility rates and Improving Sexual reproductive health outcomes in Uganda' programme (RISE) began in November 2018 with the goal of increasing the uptake of modern contraceptive use in seven major regions of Uganda. The RISE consortium is led by MSI Uganda.

Options is supporting Output 4 of the RISE programme during the period September 2021 to the end of project (October 2023), with a specific focus on strengthening accountability for a supportive environment for sexual reproductive health and rights (SRHR). The key objective of Output 4 is to develop the capacity and interest of local actors at the sub-national and national levels to engage with and hold government accountable in building a supportive environment for reproductive health services. Options will provide technical support to MSI Uganda and the respective CSOs and work closely with consortium partners to deliver Output 4, with a specific focus on the sub-national level.

Main purpose of job

The Country Lead is Options country lead on the WISH2ACTION (W2A) and RISE programmes in Uganda. They will be responsible for delivering Options' approach to achieving national ownership and sustainability pathways of change, working closely with their team and other consortium partners in Uganda to ensure strategic linkages with other outputs.

The post holder will directly act as the advisor in one of the three areas listed below. The remaining 2 areas will be supported by 2 technical staff who will be managed by the post holder: *(see main duties in each of the following areas for more detail, specified after the Person Specification)*

- Policy and Planning Advisor
- Advocacy Advisor
- Health Financing Advisor

Note: All levels of position in the organisation assume some degree of responsibility for safeguarding. Your accountabilities will align with the level and scope of the position and appropriate training will be provided

Main duties

Provide strategic technical leadership of Options' role on the programme (country ownership & sustainability)

- Provide technical oversight and support to lead the design and implementation of an effective approach to ownership and sustainability at country level, ensuring activities that lead to outputs to outcomes to results;
- Regularly review/ track and quality assure the programme's theory of change, logframe, pathways of change, and other foundation documents and tools to ensure they are fit for purpose to achieve programme goals and targets;
- Support the development and routine updating of the country engagement plan at country level;
- Feed into the design of the political economy analysis (PEA) framework and ensure results of the PEA are continually used to inform country level national engagement strategies and programme implementation;
- Regularly reflect on and facilitate learning meetings with the country team to build on in-country successes and help overcome constraints, drawing on experiences from other countries;
- Ensure learnings including challenges on national ownership are documented and communicated via the Regional Lead to other country teams;
- In consultation with Regional Lead, facilitate the planning and achievement of Options' key performance indicators (KPIs) at country level;
- Develop and implement a WISH and RISE transition plan at country level;
- Quality assure all Options' activities and deliverables at country level;
- Identify, monitor and manage any risks to the programme's results;
- Lead the technical planning, monitoring and evaluation of Options' work on the programme;
- Provide technical counsel and advice regarding national ownership approaches.

Provide direct technical expertise on one of Options' KPIs

- Lead the strategic oversight of one of the Options sustainability pillars at country level, either: Accountability & Evidence, or Policy & Planning.

Manage the Options team at country level to ensure the efficient and cost-effective delivery of a high quality programme that produces its results

- Contribute to a Programme Quality Assurance Plan that sets out responsibilities for the quality assurance of all aspects of the programme, using Options' Quality Assurance Guide;
- Lead regular team meetings and ensure actions are followed up, ensure structures are in place for teams to interact and perform;
- Participate in and promote learning and solutions-based discussions between different country teams across core technical areas;
- Mentor, coach and support Options' staff to ensure they are motivated and performing. Conduct staff performance appraisals and support junior staff to do that same;
- Ensure that robust systems are used for contracting, managing and ensuring the quality of deliverables from consultants and other subcontractors, guarantee that they provide high quality cost effective services to the programme;
- Participate in regular consultation with Nairobi and London based support staff;
- Quality assure and ensure donor deliverables including log frame and KPIs for Options' component is delivered to a high quality and on time at country level.

Oversee relations with the consortium, governments, and clients and promote learning

- Act as Options' day to day consortium representative on WISH2ACTION and RISE at country level, providing technical advice and guidance, and building strong relationships;

- Actively support Options' and consortium staff to develop and maintain strong working relationships with relevant government and non-government stakeholders;
- Contribute to and support the execution of an effective communications strategy to maintain the programme's visibility and reputation;
- Support the WISH2ACTION Country Manager and RISE Team Leader and others to represent the programme at key national meetings and events as required;
- For FCDO funded programmes, support the regular Contract Management Performance exercises, working closely with the Programme Management team.

Leading planning and budgeting of the programme and monitor and report on performance against plans

- Convene and lead annual planning/budgeting exercises at country level to feed into a detailed and costed work-plan for the following year, liaising with consortium partners, the Regional Lead, Programme Management in London and other stakeholders as necessary; update regularly;
- Establish and oversee the implementation of systems for monitoring the implementation of plans to budget, lead corrective action where necessary;
- Contribute to the achievement of log-frame indicators and targets relating to national ownership (finance, policy, accountability and quality);
- Collect baseline data and milestones for these indicators during the inception period;
- Develop regular reports for Options and wider consortium on national ownership progress, opportunities and challenges.

Provide oversight of financial, due diligence, and security

- Manage the programme's budget at country level to ensure that activities are delivered within budget;
- Approve expenses within financial authority and delegate authority as allowed;
- Track and report programme expenses in line with relevant financial reporting systems and deadlines and guarantee that funds are available to implement the programme as planned;
- Ensure due diligence is performed on all recipients of the programme's funds; staff, sub-contractors, and their sub-contractors, control and report on the use of all programme funds;
- Implement relevant policies and guidelines on fraud, bribery and corruption involving programme funds and report any suspected cases immediately to the Regional Lead;
- Ensure office and programme assets are secure and appropriately insured;
- Act as the programme's security point and ensure that all steps are taken to guarantee that staff, sub-contractors and visitors are safe.

Represent Options broader interests in country to develop new business

- Maintain an up to date picture of business opportunities in country, alert Options' Director of New Business and Partnerships to these and take action as requested;
Provide insights, advice and support to the development of bids for new programmes, as requested

Note: this job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the job holder.

Signed by:	Date:
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Person specification

Criteria	Essential	Desirable
Qualifications		
- Master's Degree in public health, health economics, health management or a related field.	✓	
Experience		
<ul style="list-style-type: none"> - At least ten years' work experience, with significant experience in the provision of technical assistance for health; - Solid understanding of the Ugandan health sector, including the relationship between national and sub-national levels; - Work experience and knowledge of priority SRH/FP issues facing women and girls in Uganda; - Considerable experience in leading the delivery of donor-funded programmes, particularly those funded by DFID. <p>One of either (as the advisor for this component):</p> <ul style="list-style-type: none"> - Strong experience in health financing approaches, particularly health budget tracking and advocacy; - Strong work experience on quality of care, accountability, advocacy and evidence use; - Strong experience in facilitating evidence-based planning process or policy reforms to track progress on health indicators and commitments. 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	
Skills and attributes		
<ul style="list-style-type: none"> - Excellent influencing skills, with an ability to identify and act on opportunities to build buy-in and support among decision-makers; - Excellent interpersonal skills, with experience interacting with government officials, development partners, civil society and other health sector stakeholders; - Excellent time management and organisational skills; - Strong written and verbal communication skills with a demonstrable ability to present complex concepts in easy-to-understand language for a range of audiences; - Sound monitoring evaluation skills, including the design and delivery of logical frameworks; - Proficiency in Excel and PowerPoint; 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	

Other requirements

Commitment to equal opportunities.

✓

Fluency in written and spoken English.

✓

Pro-choice

✓

Commitment to equal opportunities

✓

A commitment to the programmes and Options' principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights

✓