

## Job description

<b>Job title</b>	Principal Consultant, Health Systems Strengthening and Resilience
<b>Department</b>	Technical Department
<b>Location</b>	London, UK; Nairobi, Kenya; or Abuja, Nigeria (work permits required if not national from the country)
<b>Reporting to</b>	Technical Director
<b>Responsible for</b>	TBC
<b>Liaison with</b>	Options global team, other UK departments and overseas programmes.
<b>Hours</b>	Full time, as per the country office standard working times
<b>Type of contract</b>	Permanent
<b>About Options</b>	
<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>	
<b>Main purpose of job</b>	
<p>The role of <b>Principal Consultant, Health Systems Strengthening and Resilience</b> is to provide organisational thought leadership and technical support to contribute to high-performing, adaptable and resilient health systems across Options' portfolio of programmes in low- and middle-income countries (LMICs). The post-holder will be able to appreciate the complexities of and dynamic interactions within health systems including the political context in which they function. They will also have significant experience in working with national governments and other local stakeholders to plan for shocks, such as infectious diseases, antimicrobial resistance (AMR) or the effects of climate change, as well as to minimise the negative consequences of such disruptions.</p>	

Through a combination of backstopping support to programme teams and direct technical delivery, they will support the design, implementation and monitoring of approaches towards the achievement of resilient, inclusive and sustainable health systems results.

The post-holder will have experience and technical expertise in some or all of the health systems building blocks, recognising the importance of working across the blocks and at different levels of the system to achieve sustainable results. Candidates should also have experience and expertise in at least four of the following areas:

- The use of **political economy analysis** to ensure technical solutions are rooted in an understanding of the political economy
- The design of **systems thinking** tools to understand how health systems function and interact with each other and their application in programme design, implementation and adaptation
- Support to systems strengthening at **decentralised levels** including an understanding of the institutional capacities and accountability mechanisms needed to ensure that decentralised health management translates into health service improvements.
- The design of systems to support and enhance **health security interventions** such as the implementation of the International Health Regulations (IHR)
- The design of systems to support **continuity in healthcare service delivery** including managing surges or collapse in demand for effective healthcare coverage during shocks or acute crises
- Disease **surveillance and early warning systems** at sub-national and national level, including surveillance quality assessments, capacity strengthening, integration and data-based knowledge exchange
- **Intersectoral coordination** and collaboration including through the application of a One Health approach to reflect the linkages between human, animal and environmental health.
- Health systems approaches in response to the threat of **climate change** including the reduction of health sector emissions or adaptation strategies to reduce vulnerabilities of populations
- The development of **sustainability and transition** strategies and plans including concepts of financial, institutional and political sustainability.

The post-holder will work collaboratively with other health systems specialists in the team, particularly the Principal Consultant, Health Financing and Principal Consultant, Health Systems Governance.

Bringing thought leadership on health systems strengthening and resilience, they will contribute actively to the growth and development of the organisation and to the delivery of its strategy by contributing to generation of new business opportunities, including through proactive client engagement. To this end, existing relationships with key funders in the health sector is an asset.

This post can be based in the UK, Kenya or Nigeria. Applicants must be eligible to live and work in one of these countries and be fluent in spoken and written English. Ability to work in French is desirable. Overseas travel may be required, as agreed with the line manager.

*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

### Technical Assistance to Programmes

- As part of the Technical Department, provide technical backstopping and strategic support to enable progress towards high-performing and resilient systems across a selection of Options programmes.
- Support programme teams to translate proposal design into implementation by connecting them to Options' resources and approaches and evidence of best practice.
- Undertake technical assistance assignments in your areas of specialist expertise as relevant. This will be through on-going inputs to long term programmes and one-off assignments.
- Contribute to the development of project results frameworks, theories of change and support their use and adaptation for effective programme delivery.
- Provide technical support and skills development to country stakeholders including programme staff, government officials and civil society organisations.
- Liaise with donors and other external development partners to ensure programmes meet objectives and expectations
- Advise on areas of potential risk and support the development of mitigation strategies

### Proposal Development, communication and dissemination

- In collaboration with programme staff, lead the technical design and development of proposals, ensuring that they are informed by latest evidence and organisational learning
- Provide oversight and inputs into technical components of proposals being developed by other members of the Technical Department

### Prospecting for new business

- Utilise opportunities to represent Options and to position Options as a thought leader and influencer in health systems strengthening and resilience
- Proactively engage with current and prospective clients and partners to promote Options' technical work and to attract new business
- Identify and develop new programme opportunities, building on technical expertise and geographic knowledge

### Organisational learning

- Provide strategic support to Options' London team, overseas teams and consultants as required in relation to health systems strengthening and resilience

- Enable technical exchange and learning between programme staff by convening virtual or in-person events and proactively sharing learning resources and tools and connecting individuals from across the organisation.
- Support effective knowledge management to ensure that tools and resources developed by Options can be readily accessed by staff members across the organisation

### **Contributing to global discourse**

- Through active participation in global working groups and technical committees, ensure that programmatic learning is fed into the global agenda
- Contribute to the documentation of results and the packaging, publication and dissemination of research and learning from our programmes

### **Management**

- Manage project consultants, Senior Consultants, Consultants or interns as required
- Through support and guidance to existing staff, help to grow Options' expertise in health systems strengthening and resilience.

### **Professional Development**

- Increase and maintain your own area of expertise through continuous self-development.
- Participate in relevant external training and capacity building undertaken by Options.

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:**

**Person specification**

Criteria	Essential	Desirable
<b>Qualifications</b>		
An MSc or relevant qualification or related comparable experience in public health, medicine, global health or related field.	✓	
<b>Experience</b>		
Experience of working in Africa and/or Asia in a relevant capacity and with governments; international agencies and local NGOs	✓	
Experience delivering technical work on health systems strengthening in similar organisations	✓	
Experience providing backstopping support to individuals and teams in remote settings through in-person and virtual engagement	✓	
Experience of developing strong relationships with government officials within health and finance authorities	✓	
Experience in providing technical assistance in at least four of the following areas: <ul style="list-style-type: none"> <li>• Systems thinking tools and approaches</li> <li>• Political economy analysis</li> <li>• International Health Regulations (IHR)</li> <li>• Service continuity during shocks</li> <li>• Surveillance and early warning systems</li> <li>• One Health approach</li> <li>• Climate adaptation or mitigation</li> <li>• Sustainability and transition strategies and plans</li> </ul>	✓	
Experience of working alongside national stakeholders and institutions to build skills and competencies	✓	
Experience of dialogue with government and donor clients to successfully negotiate solutions	✓	
Experience of leading technical bids	✓	
Established networks which will contribute to Options business development	✓	
Portfolio of publications		✓
<b>Skills and attributes</b>		

Technical specialism in Health Systems Strengthening with a focus on Resilience	✓	
Knowledge about Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCAH)/communicable diseases in developing countries		✓
Ability to analyse, interpret and present data (eg government budgets) so that it is easily understood by non-experts	✓	
Excellent skills in written and verbal communication	✓	
Proven ability to network and proactively manage relationships with clients, consultants and technical resource persons	✓	
Self-starter as well as good team-worker	✓	
Ability to actively contribute to strategy and business development in health systems strengthening and beyond.	✓	
Demonstrated interpersonal skills that enables effective team building and problem solving.	✓	
Demonstrated ability to contribute to technical writing of bids.	✓	
Excellent written and spoken French		✓
<b>Other requirements</b>		
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	✓	