



Job description

Job title	Team Leader, Nigeria Learning Hub for Immunization Equity
Department	Programmes
Location	Abuja, Nigeria
Post holder	TBC
Reporting to	Options Nigeria Country Representative
Responsible for	Delivery of Gavi Nigeria Learning Hub Contract
Liaison with	Options Nigeria Country Team, Options UK Programmes Team
Hours	Full time, 40 hours per week
Type of contract	Fixed term until 31st December 2025
Organisation	
<p>Options Consultancy Services Limited (Options) is 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>Gender equality and social change are at the forefront of our work. As part of MSI Reproductive Choices, all our profits go back into supporting MSI's own mission of children by choice, not chance. We believe in a world where everyone can access the high-quality health services they need, without financial burden.</p>	
Main purpose of job	

Options is preparing to bid for the anticipated Gavi-supported Nigeria Learning Hub for Immunization Equity. Contracting is dependent on Options' successful award of the project contract.

Aligned with the World Health Organisation's Immunisation Agenda 2030, Gavi is embarking on an ambitious 5-year strategy (Gavi 5.0, 2021 – 2025) that aims to leave no one behind with immunisation. This strategy is built on an innovative equity agenda that will prioritise zero dose (ZD) children and missed communities who often face multiple deprivations. If successful, the strategy will see the number of ZD children worldwide reduced by 25% by 2025. Successfully reaching ZD children and under-immunized communities will require highly differentiated, targeted sub-national strategies and a strong learning agenda.

The purpose of the Gavi-supported Nigeria Learning Hub for Immunization Equity is to provide systematic and robust monitoring and learning on effective ZD interventions by working in conjunction with the government, local academic institutions, and civil society organizations to maximize data use and learning. The objectives of the country-level learning hub is to:

- Generate and synthesize learning on the barriers to children being reached to influence programme planning and tailored approaches to identify and reach ZD children and missed communities.
- Strengthen the evidence base of effective approaches to identify and reach ZD children and missed communities by understanding what works, should be scaled up, and what does not work and to do so in a timely, iterative manner.
- Improve metrics, measures, and methods to access and use data on a regular basis to improve reaching ZD children and missed communities.

The Team Leader will provide strategic, technical, and managerial oversight to the programme. Based in our Abuja office, the Team Leader is accountable for the overall development and delivery of the Hub's strategies and activities. They will lead a 'One Team' approach, uniting work undertaken by Options and its sub-contractor organisation(s). The Team Leader will be responsible for engagement with the client (Gavi), ensuring an adaptive approach that is responsive to client engagement and feedback. They will also lead the hub's engagement with senior stakeholders at the federal and state levels, ensuring the hub is credible and respected as a source of evidence on what works to reach ZD children in Nigeria.

Note: All levels of position in the organization 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

Responsibilities will include:

Technical and operational oversight

- Provide overall technical and administrative leadership to the project implementation team, including reviewing and developing programme strategies, budgets, work plans, monitoring, evaluation and learning plans, reporting and other programme documentation.
- Lead the development / refinement of the overall programme theory of change and strategic approach to promote learning on ZD approaches.
- Ensure the hub's strategies and approaches are aligned with the best available international evidence and with current domestic priorities (state and federal levels).
- Guide the delivery of the hub's activities across workstreams, ensuring effective and joined up approaches to:
 - Convene stakeholders and partners.
 - Generate evidence to address priority, country-driven learning questions aligned with ZD learning priorities (e.g., through a country-level rapid assessment of ZD interventions; strengthening and use of existing routinely collected data and/or primary data collection in a sub-set of subnational areas; and implementation

- research study of intervention(s) in a sub-set of targeted subnational areas designed to reach ZD children)
 - Develop learning products and conduct knowledge translation activities to promote the use of evidence.
 - Carry out monitoring and learning activities of the hub's implementation progress.
- Provide technical counsel and advice to the client, partners and stakeholders.
- Meet contractual obligations, producing deliverables and targets, and achieving project results as specified by Gavi.

Lead effective stakeholder engagement and external relations

- Lead the hub's engagement with Gavi, the global learning hub provider, the learning hub advisory committee, and counterparts in the other three learning hub countries.
- Guide the development and implementation of the hub's partner engagement plan, which defines and segments audiences, types of engagement, venues, and information needs
- Oversee and support the hub's regular engagement with EPI programme managers, Gavi and Alliance partners, and other technical and implementing partners.
- Ensure the programme is:
 - Developing effective learning products and delivering dynamic approaches to support peer-to-peer learning.
 - Producing data and evidence at times and in formats that are aligned with MOH and Gavi decision-making timelines and cadence.
 - Complementing, working with and building on existing initiatives.

Programme and people management

- Plan, direct and coordinate strategic plans, annual and quarterly work plans, and overall management of the programme to achieve project objectives in line with Gavi terms and conditions and Options' policies.
- Ensure an effective and robust quality assurance process is in place for all outputs and deliverables, ensuring these are produced to a high quality and on time and in accordance with the programme's objectives and terms of reference.
- Oversee implementation of robust financial management procedures, due diligence and compliance on the programme in line with Gavi regulations and Options policies.
- Implement Options' policies and guidelines on tackling fraud, bribery and corruption and report any suspected cases immediately to the Director of Programmes.
- Support the implementation of robust systems for contracting, managing and quality delivery from consultants and other subcontractors while ensuring cost-effective service delivery to the programme.
- Lead and manage staff professional development to build their capacity and strengthen competency and professional development. Conduct regular appraisals of the team in line with Options' processes.
- Identify, monitor and manage any risks to the programme achieving its desired results.
- Oversee safeguarding for the programme, including policy development and implementation, processes and guidelines for managing allegations, risk management and prevention mechanisms, and promoting a safeguarding culture across the team.
- Participate in Options' Team Leader meetings and liaise regularly with the Country Representative

Person specification

Criteria	Essential	Desirable
Qualifications		
Master degree in a relevant subject	✓	
Experience		
Significant and proven experience working in international development in a leadership role.	✓	
Strong proven technical expertise in the field of immunization programming and research, working to improve access to immunization for ZD children / missed communities.	✓	
Strong in-depth working knowledge of the health sector in Nigeria, particularly in the states with the highest numbers of ZD children.	✓	
Experience developing and managing learning strategies, including identifying learning questions and priorities, implementing appropriate MERL methodologies, and promoting evidence use and knowledge translation.	✓	
Outstanding stakeholder engagement skills for inspiring action based on evidence and influencing change, including with clients, government, partners, and consortia.	✓	
Excellent record of people management and management of teams, including of teams based in multiple locations. Previous experience leading a team of highly skilled, multidisciplinary staff to leverage joint management support, and empowering team members to deliver high quality work.	✓	
Experience of risk management including security in the Nigerian context.	✓	
Proven experience in operational planning, budgeting and programme control.	✓	
Experience of working with Gavi and Alliance partners.		✓
Skills and attributes		
Leadership and influencing skills	✓	
Strategic thinking, problem solving and decision-making skills	✓	
Strong financial and risk management skills	✓	
Strong stakeholder engagement and relationship management skills	✓	
Strong administration and organizational skills, good time management	✓	
Excellent verbal and written communication skills, including report writing	✓	

Other requirements

Commitment to equal opportunities

✓

Commitment to the programme's and Options' principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights.

✓

Awareness and commitment to diversity, equity and inclusion.

✓

Fluency in written and spoken English.

✓

Ability to travel within Nigeria as required, primarily to states with high numbers of ZD children

✓

Applicants must have the right to live and work in Nigeria

✓