

# ROLE PURPOSE: Health Systems Strengthening Manager



## Our Vision

We see a world in which no person is needlessly or visually impaired.



## Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

**At The Fred Hollows Foundation, we offer a career where your talent and energy will help many see tomorrow.**

## How we value your contribution:

### Remuneration Package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

### 13<sup>th</sup> month payment

As a fixed-term employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

### Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

### Performance & Development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

### Learning & Development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

### Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

### Study Support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

### Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

### Flexible Work Arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

### Health & Safety

We are committed to supporting your health, safety, and wellbeing. If required, you and your family will have access to free external, professional, and confidential counselling assistance if you need help with personal, family or employment related matters.

## To work in the Foundation, you will:

- Be eligible to work in Rwanda where the role is located
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

# ROLE PURPOSE

<b>Role Title:</b> Health Systems Strengthening Manager	<b>Division:</b> Programs	<b>Location:</b> Kigali	<b>Date:</b> October 2022
<b>Employment type:</b> Full time, Fixed Term contract	<b>Reports to:</b> Country Manager	<b>Number of direct reports:</b> None	<b>Leadership Band:</b> Leads Function

## Purpose of the role:

The Health Systems Strengthening (HSS) Manager will lead the implementation of the key HSS components of FHF Rwanda Program. He/she will be tasked with improving the administrative, managerial, and operational capacity of national and district level health systems across FHF projects.

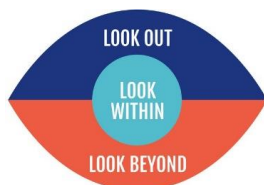
The Health Systems Strengthening Manager will assess current managerial and operational efficiencies at the national and district level to develop an action plan for improvements. Emphasis will be placed on health leadership and governance, health systems financing, health information system, commodities and supplies, eye health system efficiency and human resources for eye health

The Health Systems Strengthening Manager will coordinate and work with a diverse group of organizations, including the Rwandan Ministry of Health at national and district level, international and national development partner organizations & civil society at national, district and community level to realize FHF's long term outcomes.

## Key responsibilities include:

- Lead implementation of the HSS components across all FHFR projects, with particular attention to the Eye Health Systems Strengthening, and Performance-based Financing Projects
- In conjunction with the FHF technical staff, support relevant departments and agencies of the national Ministry of Health and district health facilities in undertaking HSS capacity assessments gap analysis, setting priorities, and developing and implementing capacity strengthening plans with clear milestones.
- Provide technical support to build the capacity of national and district health leadership in key health system strengthening functions, including policy, planning, health care financing and budgeting, advocacy, and resource mobilization.
- Working in close coordination with the country manager, provide technical support for the performance-based financing project to increase capacity of the public health systems to sustainably deliver and increase the use of affordable self-sustaining models of eye health services, especially for persons with disability, men, women, men, the poor and rural populations.
- In collaboration with the Policy and Advocacy Manager, support national and district level advocacy targeting key decision makers to advance implementation of WHO Integrated People Centred Eye Care to strengthen community focused programs
- Provide technical assistance to ensure that national policies and procedures for public health financing are integrated at all levels of the health system
- Support the development and promotion of linkages to enable project and staff to learn from one another, discuss common challenges, seek/offer assistance, and share best practices at country and cluster level.
- Produce and present HSS papers at local, regional, and international forums to share experiences and best practices
- Identify and advise on opportunities for HSS grants acquisition and lead in project design and resource planning
- Manage relationships and maintain FHFR's position within strategic fora such as technical forums, working groups, health advocacy platforms etc

## Our Capabilities:



### As a member of The Foundation Family, you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance, and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety, and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions.

## Skills:

- Technical areas: strengthening public health service delivery programs, partner technical Support and capacity building, advocacy, health systems performance.
- Experience with a mix of practical technical skills necessary for strengthening health systems at the national, district and community levels.
- Excellent knowledge of national/district/community-level issues impacting health systems
- Demonstrated capacity to build and maintain productive working relationships with a wide network of partners and stakeholders.
- Superior presentation skills (both written and oral) and ability to communicate technical materials to a mix of audiences and for differing purposes using print, electronic, and presentation media.
- Maturity, High degree of integrity and professionalism.
- Interpersonal and intercultural sensitivity
- Must have strong oral and written communication and presentation skills in English.
- Conceptual, analytical, and problem-solving skills.

## Qualifications:

- Master's degree in international development, public health, Social Sciences, International Development, health economics or related field.
- A post graduate qualification in Health Systems Management, public policy, or related fields.

**Travel:** Domestic

## Essential Experience:

- Minimum of 5 years significant work experience in health systems strengthening, health economics, or related fields in the context of low resource settings in a reputable NGO
- Demonstrable knowledge of national health systems and policy development.
- Ability to cultivate, develop and maintain good relationships with the government and other partners.
- Substantial understanding of economic policies, HSS structures with proven experience interacting with governments, non-governmental organizations, donors and/or the private sector including excellent diplomacy and cross-cultural interpersonal skills.

## Desirable Experience:

### Financial and Resource Management

- Identify and develop opportunities for Health Systems Strengthening grant acquisition.
- Excellent report writing skills and donor relations.
- Provide technical support to national level decision makers on financial resource planning.

### Advocacy and Representation

- Develop presentations for national and international level fora on Health Systems Strengthening and financial protection for sharing with donor and partners.
- Technical support to FHF Rwanda staff partners on lobbying/advocacy for integration of eye health into different MOH programs.
- Develop and expand networks to strengthen public health financing for eye health.

## The position involves:

This position does involve "Working with Children" either direct or indirect.