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| **TITLE:**  **Health Technical Specialist**  |
| **TEAM/PROGRAMME: Programme Development and Quality** | **LOCATION: Somalia Country office**  |
| **GRADE**: (TBD)  | **CONTRACT LENGTH: 2 years** ***Contract Type: National/International***  |
| **CHILD SAFEGUARDING:** Level 3:  the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |
| **ROLE PURPOSE:** The Health Technical Specialist (HTS) takes overall responsibility for the strategic direction and coordination of Save the Children International’s work on health in the Somalia/Somaliland programme. As a senior member of the Technical Support Team in the programme, the HTS is responsible for leading and overseeing the development and delivery of high quality, innovative, cost effective programmes in Health both in emergency as well as long-term development, resulting in immediate and lasting change for children with specific focus on health system strengthening The HTS is also responsible for initiating and taking technical leadership in Health focused studies, documentation and dissemination of innovations and good practices by working together with quality programmes team; leading on policy research and advocacy on Health through networking and collaboration with Government specifically MOH, donors, relevant civil society organisations and other institutions; playing a leading role in establishing, maintaining and expanding donor relations for the sector. In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly. |
| **SCOPE OF ROLE:** **Reports to:** Head of Health and Nutrition**Staff directly reporting to this post:** None **Budget Responsibilities: None** **Primary Technical area:** Climate resilient health system strengthen, Maternal, New-born and child health **Secondary Technical area:** Health Research, and SBCC/BCC**Dimensions:** The HTS will work closely with Health Technical Specialist/Immunization/ICCM , and the Health Program Managers. HTS will assume the technical leadership of the health programmes being implemented by Area Offices of SCI Somalia/Somaliland Programme. Hence the HTS shares with Area Head of Program Operation and Quality the direction and overseeing of the performance of Health Program Managers responsible for managing Area Health programmes focusing on their technical responsibilities.  |
| **KEY AREAS OF ACCOUNTABILITY:** **Programme Development** * Generate appropriate health assessment data, including disease burden, health system analysis, and secondary data review to enable data to be used for decision making, including preparedness, advocacy, and program design
* Lead on development of thematic strategy in Health services in line with SCI’s Theory of Change and SCI’s Country Strategic Plan for Somalia/Somaliland programme
* Lead in developing and realising ambitious yet practical Health plans as part of the Country Annual Plans
* Work together with other sections of Programme Development and Quality - PDQ (business development, REALM and relevant sector head(s) to promote integration) and operations teams to initiate/design high quality, cost-effective, innovative and sustainable project proposals and concept notes for the sector
* Proactively seek information on potential donor sources and share project opportunities in Health with quality programmes and operations teams linking to Country and Area strategies on Health
* Proactively relate and work with Health teams of SCI members in various aspects of programme development (sharing of expertise and experience; identifying and utilizing opportunities for funding etc.)
* Seek strategic linkage, wherever applicable, with other thematic areas of Somalia/Somaliland programme
* Understands considerations for transitioning from humanitarian programming to longer term development and health system development
* Conduct health assessments and situationally analysis to identify the need in the event of natural disasters, conflict and other emergency settings

**Drive Quality Health Program and Capacity Building** * Provide oversight and guidance to the programme implementation teams to ensure that thematic programme components are technically sound, implementation methods are consistent with national and global strategies, acknowledged good practices
* Applies and adheres to health norms and standards at organizational, national and Global level to improve the health outcome (Maternal and Newborn, and Child health).
* Technical lead/provide technical support in the development and revisions of health sector common approaches guidelines at national, regional and global levels
* Trains and mentors others on the application of relevant health sector standards, and advises on contextual adaptations for standard setting and application
* Lead the development and implementation of relevant and sustainable capacity building strategy for area teams and partners including consortium partners on Health in coordination with the operations teams
* Provide technical guidance and inputs where relevant to the operations and business development/quality programme teams and consortium partners and do technical review of donor reports to ensure that the reports are of high quality from a technical point of view as per expectations in the project proposals

Assist in enhancing the capacity of operations teams (e.g. programme/project managers) to deliver quality projects and achieve technical excellence in health, developing appropriate systems for documenting and storing relevant information/data needed for donor and member reporting * Provide elaborations and as required directions and trainings to managers in operations teams (programme/project managers) involved in delivering projects focusing on appropriate approaches and methodologies; conceptual and practical frameworks; standards and tools for effective and quality delivery of health programmes
* Ensure integrated health programming through the program cycle that maximises opportunities with other disciplines and sections

**Representation and Advocacy*** Ensure Somalia/Somaliland programme representation in relevant internal and external fora including donor meetings (as appropriate) related to Health
* Work closely with REALML and operations teams to develop policy research and advocacy strategy in Health in line with the Country Strategic Plan and global strategy of Save the Children
* Engages in the humanitarian aid architecture, health cluster approach and inter-cluster coordination of public health information and responses. Provide technical support on donor relations and discussions on humanitarian/developmental health response design and advocacy priorities
* Leverage donor interest and government policies for the difficult to reach children in Somalia/Somaliland both in emergency and development situations through targeted advocacy/key messages
* Identify and capitalise key opportunities and events for Save the Children to position itself as the leading organisation for child and maternal health in Somalia and Somaliland
* Work with consortium members wherever applicable to further Save the Children’s mission for children.

**People Management, Mentoring and Development** * Ensure that all technical staff in Health understand and are able to adapt their roles in both emergency and development contexts
* Manage the Health team; define expectations, provide leadership and support as needed, and evaluate direct reports regularly
* Ensure the recruitment, training, and promotion of staff as appropriate; ensure availability of and support appropriate professional development opportunities for staff in Health
* Incorporate staff development strategies and Performance Management Systems into team building process
* Oversee that all Health staff proactively build and maintain technical skills and competencies required for leading and/or inputting for first class programmes - both development and emergency nature
* Manage the performance of all direct reports and the Area based health programme managers (focusing on their technical responsibilities) together with Area Representatives through: effective use of the Performance Management System including the establishment of clear, measurable objectives, ongoing feedback, periodic reviews and fair and unbiased evaluations; coaching, mentoring and other developmental opportunities; recognition and rewards for outstanding performance; documentation of performance that is less than satisfactory, with appropriate performance improvement workplans
* Support the development of an organisational culture that reflects our dual mandate values, promotes accountability and high performance, encourages a team culture of learning, creativity and innovation, and frees up our people to deliver outstanding results for children and excellent customer service for our members and donors.

**Assessment, Monitoring and Evaluation** * Assist REALM team to ensure that all Health projects and components have robust monitoring plans, baselines, reviews and evaluations in line with project designs and donor guidelines
* Technically assist REALM programmes team in measuring achievement and progress towards program goals and results through the M&E system
* Lead and work closely with REALM and other programmes team to identify and lead strategic ground-breaking research in Health for development of innovative programmes and issue-based advocacy
* Facilitate appropriate dissemination of research findings and good practices documentations in the projects internally and externally to donors, governments, consortium partners and other key actors strategic for immediate and sustainable development of children in Somalia/Somaliland
* Identifies and drives operational research opportunities to test and develop new approaches and standard setting
* Adapts existing tools and leads on appropriate health assessments, Interprets and responds to assessment data in programme design, adaptive approaches, and presents and communicates assessment findings in an impactful way and support advocacy messaging.

**Knowledge Management*** Serve as a technical knowledge, skills and experience hub for the sector in Somalia/Somaliland and in doing so play a leading role in introducing innovations in Health programmes (gained from existing and emerging Save the Children’s global knowledge and practices) and in turn documenting and sharing best practices and innovations for replication and advocacy together with REALM/quality programme team
* Work with technical resources among Save the Children members to facilitate sharing and learning in Health good practices and leverage their support for strengthening Health related studies, assessments, innovations, advocacy and capacity building in favour of children in Somalia/Somaliland.

**Budget Holding** Manage technical budgets in Health efficiently and in line with donor guidelines and project plans as appropriate and as delegated |
| **BEHAVIOURS (Values in Practice**)**Accountability:*** Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
* Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

**Ambition:*** Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same

**Collaboration:*** Approachable, good listener, easy to talk to
* Builds and maintains effective relationships with colleagues, Members and external partners and supporters
* Values diversity and different people’s perspectives, able to work cross-culturally

**Creativity:*** Develops and encourages new and innovative solutions
* Cuts away bureaucracy and encourages an entrepreneurial approach

**Integrity:*** Honest, encourages openness and transparency, builds trust and confidence
* Displays consistent excellent judgement.
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| **QUALIFICATIONS** * Degree in medicine/ Public health or Master of public health; Health Service management with training and experience in and project planning and management techniques.
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| **EXPERIENCE AND SKILLS****Essential*** Recommended a minimum of five (5) years of relevant technical experience including at different level
* Knowledge of current global and regional public health debates especially with reference to “child and newborn health” and emergency obstetric care
* Proven experience of developing and managing high quality, innovative and cost-effective technical Health projects in fragile and insecure environments, preferably in Somalia context and with International NGOs
* Proven experience and skills in research and advocacy and influencing institutional, private and/or corporate donors and writing up high quality donor reports
* Experience of working with local/national governments and capacity building of systems, partners and staff
* Ability to extensively travel for project monitoring and provide on-site technical support to field teams
* Highly developed interpersonal and communication skills including influencing, negotiation and coaching
* Highly developed cultural awareness and ability to work well in an international and matrix management environment with people from diverse backgrounds and cultures
* Strong results orientation, with the ability to challenge existing mindsets
* Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy in
* Ability to present complex information in a succinct and compelling manner
* Ability and willingness to dramatically change work practices and hours, and work with incoming surge teams, in the event of emergencies
* Fluency in English, both verbal and written, required
* Commitment to Save the Children values.
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. The post holder must commit to work in an international agency that respects racial diversity and fights racism in all forms; and to model positive behaviours and respect to all colleagues, partners and communities.. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.. |
| **Adult Safeguarding.**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy, all employees are also expected to carry out their duties in accordance with the SCI protection from sexual exploitation abuse policy. |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures |
| **Diversity, Equity, and Inclusion**At SCI, we uphold the principle of equal rights and opportunities for all our employees. In our commitment to fostering a more inclusive workplace and addressing gender gaps, we have implemented additional efforts aimed at supporting female qualified candidates: -* Maternity leave (6 months)
* Annual Leave 30 working days
* 10% \*gross salary. (female allowance)
* 1.5 flexible working hours for lactating mothers

**Application procedures:**All interested and qualified candidate can apply the position through the below link:Job Posting Link: Application closing date is on 24th August 2024 |