

## JOB VACANCY ADVERTISEMENT

### Terms of Reference

Project/Department	Technical Support Unit
Title of Position	<b>Human Resource for Health Technical Advisor</b>
Supervisor	<b>Project Director</b>
Number of positions	<b>1</b>

Partners for Health and Development in Africa (PHDA) is an international NGO working to increase access to health for disadvantaged communities in Africa through systems strengthening, research, program development, and partnerships. PHDA is seeking PEPFAR funding for a grant focused on implementing integrated, resilient, and sustainable health systems to control the HIV/TB epidemics in Kenya. With the grant, PHDA plans to build a more interconnected and resilient healthcare system in Kenya. This initiative helps Kenya combat the HIV/TB epidemic, achieve universal health coverage, and prepare for future health challenges. Utilizing Primary Health Care (PHC) and other health regulations, the award will enhance healthcare systems, meeting CDC and Kenyan MoH objectives, and aligning with the PEPFAR 95X3 strategy. The program's anticipated result is a high-quality, country-managed, largely country-funded, and country-led HIV/TB program. Ensuring continuous viral suppression and preventing, detecting, and responding to new infections is crucial to ending HIV as a public health threat. Sustained leadership and technical expertise are essential for overseeing HIV/TB and other health programs. Maintaining access to necessary commodities is vital for uninterrupted service delivery.

#### Job Purpose

In anticipation of the grant award, the program will be implemented at the National and County level. We are looking for a Human Resource for Health Expert who will oversee and manage the human resources component of the Health System Strengthening (HSS) National Program. This role is responsible for ensuring that health workforce planning, development, deployment, and retention strategies are aligned with national health system priorities. The position will lead efforts to strengthen the capacity of the health workforce, ensuring that it is appropriately skilled, distributed, and motivated to deliver high-quality, equitable healthcare services. The position will be based at the program's main office in Nairobi with significant travel to supported counties and sub counties

#### Key Responsibility

- Develop, implement, and evaluate national human resources for health policies, strategies, and plans in alignment with the overall health system strengthening objectives.

- Coordinate with stakeholders (government ministries, health agencies, development partners, etc.) to integrate HRH policies into national health system reforms.
- Lead the design and rollout of workforce-related programs to support the growth and transformation of the national healthcare system.
- Monitor and assess the health workforce needs and projections to ensure equitable and efficient allocation of human resources.
- Work with relevant stakeholders to assess workforce gaps and propose strategies to address shortages, imbalances, and skill mismatches.
- Advocate for and contribute to the development of policies to retain and motivate health workers, particularly in underserved areas.
- Lead the design and implementation of workforce training and development programs aimed at enhancing the capabilities of health professionals.
- Promote continuous professional development, ensuring that healthcare workers are well-equipped to meet emerging challenges.
- Collaborate with academic institutions and training centers to enhance pre-service and in-service training programs.
- Oversee HRH monitoring and evaluation efforts, ensuring data collection systems and processes are robust and produce high-quality data.
- Provide regular reports and analysis on HRH metrics, including staffing levels, turnover rates, and training outcomes to senior leadership and partners.
- Conduct periodic assessments of HRH systems to ensure they are responsive to the changing needs of the healthcare system.
- Lead advocacy efforts to influence HRH policy reform at the national level, ensuring the health workforce is adequately resourced and supported.
- Work with policy-makers to promote equitable distribution and better management of health personnel across the country.
- Collaborate with international organizations, development partners, and other key stakeholders to advocate for global HRH initiatives.
- Coordinate with relevant government ministries, healthcare providers, academic institutions, and international organizations to strengthen HRH systems.
- Represent the HSS National Program in national and international meetings, ensuring HRH-related issues are prioritized in health systems discussions.
- Foster collaborative relationships with labor unions and professional associations to promote a positive working environment for health workers.
- Lead a multidisciplinary HRH team, providing technical guidance and professional development opportunities for staff.
- Foster a work environment that encourages collaboration, innovation, and high performance among HRH team members.
- Provide mentorship and leadership training to junior HR professionals and managers working within the HSS National Program.

- Other duties as assigned by the Project Director.

### **Qualification and Experience**

- A Master's degree in Public Health, Human Resources Management, Health Systems Management, or a related field. A relevant PhD or professional certifications in HR or health management is a plus.
- Minimum of 7-10 years of experience in human resources for health management, with at least 5 years in health system strengthening or health workforce development at the national level.
- Proven experience in designing and implementing HRH policies and programs in health systems
- Experience in managing teams, fostering partnerships, and working with government agencies, donors, and non-governmental organizations (NGOs)

### **Skills and Attributes**

- Strong knowledge of HRH policy development, workforce planning, and health system strengthening.
- Excellent analytical, problem-solving, and decision-making skills.
- Familiarity with health sector reforms, national health policies, and global health workforce initiatives.
- Strong interpersonal and communication skills with the ability to collaborate effectively with diverse stakeholders.
- Proficiency in HR information systems and data management
- Excellent computer skills (MS Word, Excel and PowerPoint) essential;
- Strong organizational and management skills with high attention to detail.

### **How to apply:**

Applications from qualified and interested candidates should be sent by e-mail to: [recruitment@phdaf.org](mailto:recruitment@phdaf.org). Applications should consist of an updated CV with current daytime telephone contact and a Cover letter indicating the position applied for in the subject header and stating the **EXPECTED SALARY**. All applications must be received no later than **January 27<sup>th</sup>, 2025**.

**Only shortlisted candidates will be contacted.**

This position is contingent of donor funding

*Partners for Health and Development in Africa (PHDA) is an equal-opportunity employer.*