



Country Director Position Description

Seed Global Health (Seed) envisions a world in which every country is strengthened by a robust health workforce to best meet the health needs of its population. Seed's mission is to educate a rising generation of health professionals to strengthen access to quality care with a goal of saving lives and improving health. Seed is unique in its approach by focusing on the education and training of doctors, nurses and midwives. By training health care professionals and health educators, Seed seeks to empower current and future generations of health providers so that good health is not the privilege of a few, but the right of all.

Seed focuses on strengthening the education, practice, and policy of the local professional health workforce in Africa. Seed's core strategy and primary entry point centers on placing skilled and qualified educators at partner institutions for a minimum of one academic year. Seed also supports educators and partner institutions through a diverse and complementary package of services aimed at advancing health professional education in the classroom and clinical setting. By investing in long-term partnerships for improved health professional education, we help to create a stronger, more sustainable health workforce that is both locally led and better able to meet local health needs.

For more information, please visit www.seedglobalhealth.org

Overview of Work in Sierra Leone

Seed Global Health has recently expanded into Sierra Leone at the request of the Government of Sierra Leone to assist with creating a strong and comprehensive health system. Seed will initially support workforce development through training, policy development, and strategic planning related to scale up of primary care in the maternal child health domain. Seed will begin its work with a focus on midwifery education and training, building partnerships with academic and clinical institutions where international educators will be placed in support of clinical mentorship and training.

Position Summary:

The Country Director will be joining Seed during a period of fast-paced start-up in Sierra Leone. They will provide strategic leadership and direction for Seed Global Health in Sierra Leone across all domains to ensure that available resources are efficiently utilized and fully leverage existing external resources for maximum impact. The Country Director is also responsible for proximal representation and ensuring integrity of Seed Global Health program in Sierra Leone. The Country Director will report to the Managing Director, Program Operations located at Headquarters in Boston, Massachusetts, working closely with all team members based in Sierra Leone and USA and will also occasionally collaborate with team members in Malawi, Uganda and Zambia.

Duties & Responsibilities:

In collaboration with the leadership team and respective officers at headquarters, the country director will undertake the following responsibilities:

Strategic leadership

- Lead the development and implementation of a sound Seed Country strategy with an initial focus on midwifery, aligned with national priorities and positioning Seed to effectively contribute to the development of the health sector in Sierra Leone.
- Periodically guide the revision of the country strategy based on evolving local and international trends
- Explore, develop and maintain strategic local networks and opportunities to support Seed programming in Sierra Leone.
- Through external representation, continued analysis, and monitoring of the political, donor and development context, ensure that Seed is well positioned to maintain its presence in core areas of competence over the next few years.
- Ensure alignment and maximize contribution of all departments with the country strategy.
- Assist Seed with philanthropy and development opportunities as needed.

Operational integrity

- Oversee all start-up operations including onboarding of local and international staff, setting up of office, and registration of Seed in Sierra Leone
- Ensure ongoing financial, legal, fiscal and operational integrity of the Seed Global Health Sierra Leone operations.
- Oversee day-to-day operations of the Seed country office including supervision of staff and resources.
- Ensure appropriate stewardship and efficiency in utilization of resources available for maximum impact including assessment and advising on mitigation of operating risks to the organization.

Human capital management

- Develop and support a high performing country team including supervision and identifying opportunities to improve staff capacity to deliver on set targets
- Support provision of technical assistance to Seed educators to optimize their general capacity to perform their professional functions as clinician-educators.

Lead impact

- Support local academic and clinical institutions and their respective Seed educators in implementing midwifery projects to address specific educational/clinical goals.
- Oversee grants issued to local institutions for the implementation of annual work plans.
- Establish, represent, and maintain strong relationships with ministerial and institutional level leadership (school or hospital) for clinical and educational initiatives related to midwifery.
- In collaboration with Seed's Boston-based MEL team, ensure that a strong country-level MEL strategy is in place and that MEL systems are effectively implemented to promote a culture of evidence-based program learning and dialogue.
- Perform any such other duties as shall from time to time be assigned by the Managing Director, Program Operations or such other designated officer.

Proximal representation

- Provide thought leadership to Seed Global health's local health and human resource for health policy outreach and position Seed to become involved in bolder policy dialogue around midwifery.
- As requested, provide proximal representation of Seed for collaborative engagements with stakeholders and donors.
- Represent Seed in-country for policy, funding or program needs and act as Seed's representation in liaising with Ministries of Health and Education, partner institutions, international agencies in country and other in-country partners.
- Work with local entities to assess areas where Seed clinical educators can leverage their expertise as educators; engage with officials of the Ministry of Health and Sanitation and Ministry of Education of Sierra Leone to understand and inform maternal and child health efforts.

Qualifications

- Masters degree in Public Health, Business Administration, international health or related field.
- At least 8 years progressive management experience working with complex donor funded health programs.
- Experience working with Maternal & Child Health (MCH) initiatives preferred and/or Human Resources for Health (HRH) programs.
- Excellent management and communication skills.
- Experience managing multi-disciplinary teams.
- Exceptional organizational, time, and resource management skills and excellent judgment and creative problem-solving skills.
- Experience establishing and managing budget and program funds, including through grants mechanisms.
- Experience working with virtual teams.
- Experience working in a fast paced office/start-up environment preferred
- Knowledge of midwifery programming in Sierra Leone preferred
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from diverse cultural, linguistic, and educational backgrounds.
- Personal qualities of integrity, credibility, and dedication to the mission of Seed Global Health.

Working Conditions:

- Will be based in Freetown, Sierra Leone
- Up to 30% travel may be required, including both domestic and international travel.

Compensation

Competitive base salary commensurate with experience.

Seed does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.