

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](http://www.seedglobalhealth.org)

The Country Director, Malawi will provide strategic leadership and direction for Seed Global Health in the Malawi 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 Malawi and the region. The Country Director will report to the MD, Impact and Innovation and works closely with all Malawi and international team members.

### **Duties and Responsibilities**

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

#### **1. Strategic leadership**

The country director leads the development and implementation of a sound country strategy aligned with national priorities and positioning Seed to effectively contribute to the development of the health sector in Malawi. As the vision bearer for Seed in Malawi, he/she identifies opportunities for the Seed model, strategy, and resources to address national needs and priorities for Malawi. He /She periodically consolidates learnings from the preceding implementation cycles, scans the national and partner priorities to identify clear opportunities for Seed to efficiently deploy its model in a scalable way in support of the health sector in Malawi.

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The incumbent will;

Explore, develop, and nurture strategic local networks and opportunities to support, grow and align Seed programming.

Support the deputy country director to ensure quality programming and robust support for Seed partners to attain partnership goals and targets.

Periodically guide the revision of the country strategy based on evolving local and international trends.

## **2. Operational oversight and integrity.**

The country director will;

Adopt a sound operational strategy to ensure all resources including human resource are deployed in a prudent and synergistic manner to maximize impact.

Provide financial, legal, and fiscal oversight ensuring Seed Global Health operations in Malawi uphold the highest level of integrity and compliance

Ensuring Seed Global Health Malawi develops and manages a balanced budget

Identify potential risks to Seed's work in Malawi and work with respective matrix collaborators to develop a sound, timely mitigation plan

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

## **3. Human capital management**

The Country Director;

Develops and supports a high performing country team including supervising and identifying opportunities for staff to build their capacity to deliver on set targets and evolving needs. The CD develops a solid human resource plan to ensure optimal collaboration and staffing to achieve Seed's desired impact in Malawi.

Collaborates with the Director of HR to ensure staff are recognised and supported to thrive and grow with(in) the organisation.

Ensures efficient collaboration with other teams within Seed, leveraging the full expertise of the Seed team globally

## **4. Proximal representation**

He/She;

Provides thought leadership to Seed Global health's local health and specifically human resources for health policy outreach, positioning Seed to become involved in bolder policy dialogue including occasional donor engagements

Represents Seed in-country for policy, funding or program needs and act as Seed's representation in liaising with Ministries of Health and Sanitation, Ministry of Education, regulatory councils and other high-level stakeholders.

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## SKILLS/ABILITIES/COMPETENCIES REQUIRED

- Master's degree in public health or Business Administration, Bachelor's degree.
- At least 8 years progressive experience working with complex donor funded health programs
- Excellent management and communication skills.
- Exceptional organizational, time, and resource management skills and excellent judgment and creative problem solving
- Experience managing multi-disciplinary teams.
- Experience establishing and managing budget and program funds, including through grants mechanisms
- Experience working with virtual teams.
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds.
- Personal qualities of integrity, credibility, and dedication to the mission of Seed Global
- Bachelor's degree required, Master's degree in relevant field of study preferred.

## WORKING CONDITIONS

- Based in Malawi Office
- Up to 10% travel may be required, including both domestic and international travel.

## COMPENSATION

- Competitive base salary and benefits commensurate with experience
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