

# Deputy Country Director/Clinical Manager

## About Seed Global Health

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)

## Position Summary

Reporting to the country director the deputy country director Supports to deliver impact, provides thought leadership and seed policy outreach. She/he *ensure Seed partnerships are implemented in alignment with the country strategy, educators are integrated into their training institutions and the impact of the partnerships is measured and shared in a consistently timely, sound manner.* She/he works as a Primary liaison with institutional leadership, Identify and foster innovation opportunities.

# Duties and Responsibilities

In collaboration with relevant team members, responsibilities include the following:

## 1. Measurement and reporting

- Ensure measurement, technical prowess and alignment of sub-grants.
- Timely track progress of the partnership work plans and budgets.
- Participate in cross country sharing and learning with Seed colleagues in other countries where Seed is working to learn and share best practice for program quality improvement.
- Support PMEL with the process of partnership reporting and documentation of results for continuous quality improvement and learning at country office while liaising with the Program Quality and Management (PQM) and MEL teams.
- Contribute to documentation and compilation of knowledge management products like success stories, blogs, abstracts etc and review them to ensure contextual alignment.
- Contribute to timely preparation of annual program and donor reports
- Collaborate with Seed colleagues to disseminate program highlights and learning both internally and externally
- Day to day leadership of Seed's program work.

## 2. Educator integration

- Support provision of technical assistance to Seed educators to optimize their general capacity to perform their professional functions as clinician-educators.
- Coordinate the development of educator scopes of work by liaising with partner sites as assigned.
- Prepare educators and their in-country collaborators for a meaningful collaboration through cross cultural, technical, and contextual orientation in the form of workshops, immersion activities and regular communication.
- Liaise with other team members such as FAM and PO to ensure critical information is passed along and to stay informed of relevant in-country travel, safety, security and logistics for educators.

## 3. Partnership management

- Support the development of strategic partnerships for education, practice and policy.
- Lead and contribute to development of strategic and feasible partnership objectives and work plans.
- Provide technical and clinical support to medicine, nursing and midwifery partnerships.
- Ensure execution of nursing, midwifery and medical partner work plan activities are successfully completed, in close collaboration with partners.

- Maintain a strong relationship and open lines of communication with partnership coordinators at partner sites for smooth coordination of activities including needs assessments, ongoing program support, and evaluation activities.
- Ensure the translation of learning into continuous programmatic improvements

#### **4. Liaison for institutional leadership**

- Support local institutions and Seed educators in implementing projects to address specific educational goals.
- Oversee grants issued to local institutions for the implementation of annual workplans.

#### **5. Identify and foster innovation opportunities**

- Assist to identify areas the organization is likely to have the most meaningful impact on country priorities for medical, nursing and midwifery education and training.
- Work with the program support unit to incubate innovations into measurable and scalable prototypes.

#### **6. Support the CD to lead impact**

- Manage the annual partnership work plan, budget, grant development and review processes. Ensure the implementation of activities and deployment of partnership resources on a day-to-day basis is sequenced to achieve the agreed key performance targets set out in the KPI, OKR or other management framework in

#### **7. Thought leadership**

- Provide thought leadership in implementation of the country strategy.
- Provide thought leadership on interdisciplinary collaboration between medicine, nursing, midwifery and other disciplines in the health sector.

#### **8. Clinical representation**

- Provide support to the country director to represent Seed Global Health from time to time within professional networks, communities of practice and technical working groups as delegated and advise Seed on priorities and trends affecting human resources for health in Malawi.

## Qualifications

- A qualified and registered healthcare professional (Nurse, midwife, doctor or allied health professional) with a master's degree in a health related field.
- A minimum of 7 years clinical work experiences
- A strong understanding of the health system and health professions pathways in clinical education and policy
- A strong network within the health professions and health education fraternity
- Willingness to work clinically 20% of the time
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds
- Ability to work collaboratively in a fast paced and young organization work environment Excellent analytical, writing, synthesis, and communication skills
- Ability to work independently and proactively solicit required guidance to attain agreed deliverables
- Comfortable with high profile liaison
- Immediate availability
- Malawian nationals preferred
- Excellent interpersonal skills and flexibility

## Working Conditions

- Based in Malawi
- Up to 30% travel time may be requested, domestically and internationally

## Compensation

Competitive salary commensurate with experience

Seed is an equal opportunity employer that prohibits discrimination and harassment of any type, including without limitation on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, and local law.