



Job Description

Country Director, Zambia

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

Position Summary

The Country Director, Zambia will provide strategic leadership and direction for Seed Global Health in Zambia 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 Zambia and the region. The Country Director will report to the Chief Programs and Innovation Officer (CPIO) and works closely with all Zambia and international team members.

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Duties and Responsibilities

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

Strategic leadership

- Lead 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 Zambia.
- Periodically guide the revision of the country strategy based on evolving local and international trends
- Explore, develop and maintain strategic local and regional networks and opportunities to support Seed programming.
- Ensure alignment and maximize contribution of all departments with the country strategy.
- Assist Seed with philanthropy and development opportunities in-country or regionally as needed.

Operational integrity

- Ensure financial, legal, fiscal and operational integrity of the Seed Global Health Zambia operations.
- Manage day-to-day operations of an 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 institutions and Seed educators in implementing projects to address specific educational goals.
- ensures establishment of achievable and measurable partnership objectives that integrate and align educator activities
- Oversee grants issued to local institutions for the implementation of annual workplans.
- Establish, represent, and maintain strong relationships with ministerial and institutional level leadership (school or hospital) for clinical and educational initiatives.
- 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 CPIO.

Proximal representation

- Provide thought leadership to Seed Global health's local health and human resource policy outreach and position Seed to become involved in bolder policy dialogue.
- As requested, provide proximal representation of Seed for regional operations and 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, USG agencies and other in-country partners.
- Working with local entities to assess areas where Seed clinical educators can leverage their expertise as educators; engaging with local Ministerial officials within Health and Education sectors to understand and inform local human resource for health efforts.

Qualifications, Experience, and Competencies

- Master's degree in public health or business administration, bachelor's degree.
- At least 15 years progressive experience working with complex donor funded health 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.
- 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 Health.

Working Conditions

- Full-time position - required to work at least 40 hours a week.
- Based in our Lusaka, Zambia Office
- Up to 10% travel may be required, including both domestic and international travel.
- Fast-paced environment with tight deadlines
- Collaborative team setting
- Must be able to travel internationally as needed.
- Will be required to sit/stand for up to eight hours per day.

Compensation

Competitive base salary commensurate with experience, as well as health/dental/eye insurance, retirement and vacation, sick time, birthday day off, annual pay increase, and professional development benefits.

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.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.

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