



Job description

Job title	Leadership and Governance-Team Leader
Thematic Area	Leadership and Governance
Geographic Area focus	All governance spheres (Federal, Provincial & Local) Focal provinces: Province 2, Lumbini Province, Sudurpaschim Province
Reporting and Accountability to	NHSSP Team Leader
Line management responsibility for	Governance Advisor/Specialist, Public Financial Management Advisor/Specialist (Audit and Internal Reporting), Senior Pharmacist, Lead Provincial Co-ordinators (L&G) -Provincial-based-Sub-national facing
Technical management responsibility for	Leadership and Governance and Lead Provincial Co-ordinators
Liaison with	NHSSP Strategic Adviser – PPFM, C&Q Team Leader, D4D Team Leader, & HI and GESI Thematic Leaders, Options Technical Specialist
Location	Kathmandu, Nepal
Type of contract	Fixed-term, full-time contract, 40 hours per week, until 31 October 2022
Post holder	To be recruited

Background

The Nepal Health Sector Support Programme 3 (NHSSP3), funded with UK aid, runs from March 2017 to December 2020, with an extension to December 2022 recently confirmed. The programme is led by Options Consultancy Services Limited with two consortium partners: HERD International and Oxford Policy Management. For further details on each consortium partner – please see respective websites: Options: www.options.co.uk ; HERD International: <https://herdint.com/>; OPM: <https://www.opml.co.uk/>

We seek to build a resilient health system that delivers quality health services, ensuring that no-one is left behind. The programme has two components. The first component is the provision of responsive and technical support to the Ministry of Health and Population (MoHP), increasing its capacity to improve health policy-making and planning, procurement and financial management, health services and the use of evidence for planning and management. The second component aims to increase the Ministry of Health’s capacity to retrofit health infrastructure to withstand future earthquakes. Both components are integrated and provided by a team based in Kathmandu and “embedded” with the Government of Nepal.

The two-year costed extension to the programme is in response to federalism and will transition technical assistance from the Federal Ministry of Health to local level governments in priority provinces and municipalities. We have reconfigured our technical assistance into three thematic areas which align with new subnational governments overarching priorities for strengthening health outcomes: leadership and governance resulting in improved stewardship of the health sector; data for decision making, facilitating the use of high quality data to enable decision making; and coverage and quality, institutionalising sustainable quality assurance and improvement processes with access to quality basic healthcare services. Cutting across and supporting the three thematic areas is health

infrastructure retrofitting priority hospitals, sub-national support to produce integrated health infrastructure development plans and capacity enhancement and policy development. Gender, Equity and Social Inclusion (GESI) will cut across all areas and will be integrated into the design.

Main purpose of the Job

The L&G Team Leader will provide TA under the Leadership and Governance Thematic Area. The aim of this post is to provide effective technical inputs to the MoHP/DoHS to enable them to deliver against the objectives of NHSP 3, especially policy performance improved through better formulated and implemented policies across the spheres, with governance functions carried out efficiently, effectively, equitably and in a responsive manner. The L&G Team Leader will also have to support the development of the framework for providing technical support at sub-national levels and oversee its technical delivery to ensure L&G thematic priorities are met.

Main duties

The L&G Team Lead has overall responsibility for providing strategic direction to this thematic area, ensuring integration with the other NHSSP thematic areas, and that evidence from implementation is reflected in MoHP policy, planning, budgeting, implementation and monitoring. S/he will provide robust technical leadership for the team, support capacity enhancement to the MoHP and DoHS, and relevant sub-national government bodies as needed, to support in the implementation of policies across the spheres, with governance functions carried out efficiently, effectively, equitably and in a responsive manner.

Overall strategic technical leadership responsibilities

- Provide strategic technical leadership and oversight of the L&G Thematic Area, to guide design and implementation of strategies and programmes, ensuring that activities lead to planned outputs and outcomes, and the ultimate results/impact.
- Lead the development of L&G programme strategic plan and operational frameworks that guide implementation, ensuring that programme strategies and approaches are aligned with the best available national/international evidence and best practice.
- Ensure the L&G Thematic Area is forward-looking and iterative to enable adaptive responses to changing national and external contexts (for example – federalism, disease outbreaks, global commitments, natural disasters, etc).
- Support the Health Directorate with Ministry of Social Development (MoSD) in the focal provinces, in close collaboration with the sub-national NHSSP team, to design and deliver on policies and programmes that are well aligned to federal requirements, and suited to sub-national contexts, particularly with respect to improved leadership and governance.
- Work closely with DoHS and other External Development Partners to strengthen service quality through establishment of a culture of following protocols and supportive supervision by coordinating with related divisions and assure all SMNH services are up to current national/ international standards.

Specific technical delivery responsibilities

All levels (Federal, Provincial, Local)

- Support implementation of AWPB, NJAR and other key planning processes arising, including support to MoHP structural reforms.
- Support effective implementation of the Public Procurement Strategic Framework and lead the process of assuring the procurement quality at Provincial and Local levels (e.g. pharmaceutical market analysis).
- Lead on periodic updates and revisions to any key strategies, standards, protocols, management guidelines, etc. relevant to L&G and provide technical support for their implementation.
- Lead the process of assuring better governance of the Basic Health Services, including undertaking annual rapid assessments of Aama Surakshya Programme and helping strengthen its implementation at sub-national levels, particularly the financial management aspects.
- Support NHSSP's "politically smart and adaptive programming" objectives by understanding MoHP/DoHS organisational functions and relationships in the system and contributing to effectiveness of those related to health programming budgets and expenditure.

Federal level

- Support MoHP to review policies and ensure the coherent implementation of health policies and strategies,
- Provide oversight to the effective implementation of the Public Financial Management Strategic Framework, lead the process of supporting MoHP to undertake financial monitoring, and help produce a quality financial monitoring report every trimester and support its related processes.
- Provide technical leadership and support to MoHP in decisions for better allocation of health conditional grants and capital funds, and to their increased and effective use at sub-national governments.

- Provide technical inputs in increasing regular reviews of health sector progress and results of investments by respective and responsible institutions and authorities.
- Support technical discussions and provide inputs to MoHP in health budget priorities as relevant and draw out implication for sustaining the resources in BHS.

Sub-national levels

- Lead on improving and strengthening financial accountability across Provincial and Local Governments, by supporting effective implementation of various internal and external mechanisms (e.g. audits) and ensuring any gaps identified are progressively addressed.
- Support focal Ministries of Social Development (and their Health Directorates) as well as selected Municipal Offices to develop/adapt and/or implement coherent policies and planning processes, drawing on integrated data for more effective decision making. In these roles L&G will focus mainly on planning, procurement, and public financial management functions.
- Ensuring a co-ordinated technical approach at the Provincial and palika level that draws inputs from all NHSSP thematic areas, and supporting the implementation of an integrated health systems strengthening at the palika level (based on learning from NHSSP's Learning Lab approach).

Cross-team responsibilities

- Suggest and provide substantive inputs to evidence building and knowledge management on L&G issues, and their dissemination; and share information and knowledge on all relevant policies, health planning and programming, budget profiles, procurement, and health outcomes within the NHSSP team.
- Support the development of a common knowledge platform to increase participation of key stakeholders, including vulnerable and marginalised groups, to promote legitimacy and ownership of the health sector at the sub-national level.
- Provide technical inputs to other thematic areas, and support cross-team and cross-sphere co-ordination and collaboration to ensure effective implementation at federal, provincial, and municipality level.
- Provide technical inputs to and support institutionalisation of various programme monitoring mechanisms within the government system related to L&G thematic area.
- Support other NHSSP thematic areas for them to undertake and develop an understanding of budget and expenditure trends in the respective areas (e.g. RMNCH, FP, etc.) and facilitate subsequent discussions and planning at all governance levels based on findings.
- Encourage and support adoption of bottom-up approaches within government through mechanisms that strengthen local level planning and enable stronger and effective linkages with higher levels of governance.
- Identify, seek/provide inputs on LNOB issues, particularly from a budget and financial planning perspective to strengthen design and implementation of SMNH and FP/SRH programmes.

Management responsibilities

- Lead annual technical planning for the L&G thematic area, and produce a costed work-plan, and manage the L&G thematic area budget to ensure that financial objectives are achieved.
- Regularly track progress against workplans and ensure L&G team effectiveness throughout the programme life; Inspire, actively engage, mentor, coach and support staff to ensure they are motivated and performing.
- Ensure effective quality assurance process is adhered to, for the L&G thematic area's technical outputs and deliverables, and ensure that these are produced on time and in accordance with the programme's objectives and terms of reference.
- Participate proactively in and provide strategic inputs to Strategic Leadership Team, which includes the NHSSP Team Leader, Deputy Team Leader and other Thematic Area Team Leads; and ensure appropriate management and governance of the L&G thematic area through effective working with the Strategic Leadership Team.
- Ensure the L&G thematic area is an integrated thematic area across C&Q, D4D, HI, and GESI through proactively working with Thematic Leads to align resources and approaches.
- Identify, monitor, and manage any risks to the L&G Thematic Area results.

One-team approach, Collaborations and Relationships

- The L&G Team Lead will adopt a "one team approach" to delivery of the programme, and emphasise the collective responsibility of all L&G Team members to achieve the cross-cutting objectives of building the resilience and improving the equity and quality of the Nepal health system while Leaving No-One Behind.
- Work collaboratively with NHSSP PPFM Strategic Advisor and any NHSSP International Technical Specialists to adhere to consistency and quality of the L&G Thematic Area's delivery to meet NHSSP quality standards.
- Lead and oversee relationships with MoHP, DoHS and MoSD on an on-going basis, and apply supreme diplomacy, influencing and consensus-building skills to build alliances with a range of stakeholders, external development partners and networks.

Note: This job description reflects the present requirements of the post. As duties and responsibilities change and develop, based on contextual changes, the job description will be reviewed and be subject to amendment in consultation with the job holder.

Signed by:

Date:

Criteria	Essential	Desirable
Qualifications		
Advanced degree in Health Economics /Public Health Policy / Public Health Management or a related field (preferably PhD)	✓	
Experience		
Significant and proven of experience (at least 15 years) in development and implementation of programmes within the health sector, governance and strengthening government health system in Nepal	✓	
Knowledge of international best practice on health policy, planning, financing, budgeting and governance	✓	
Knowledge of monitoring/critical analysis of planning and budgeting	✓	
Knowledge of the health PFM system in Nepal	✓	
Knowledge of the public procurement in Nepal	✓	
Strong experience on communicating evidence effectively to better planning, decision making, and accountability within government.	✓	
Knowledge and experience of working closely with supporting / implementing health programmes with measurable outcomes (preferably large scale TA programmes)		✓
Deep understanding of the operations of the Govt of Nepal, MoHP, and familiarity with all spheres of government.	✓	
Excellent record of people management and management of teams	✓	
Skills and attributes		
Strong leadership skills	✓	
Self-starter, able to work independently or as part of a team	✓	
Critical thinking and problem solving skills	✓	
Excellent planning and organising skills	✓	
Ability to make and articulate clear decisions	✓	
Strong internal and external communication and facilitation skills	✓	
Ability to influence and lead teams to success	✓	
Excellent negotiation abilities	✓	
Other requirements		
Commitment to equal opportunities	✓	

A commitment to the programme's and NHSSP principles of Safeguarding, Do No Harm, and to comprehensive sexual and reproductive health and rights	✓	
Applicants must have the right to live and to work in Nepal	✓	
Ability to travel within Nepal as required	✓	
Fluency in written and spoken English	✓	