



# INTEGRATE HEALTH

## Health Systems Director Job Description

Organization: Integrate Health ([www.integratehealth.org](http://www.integratehealth.org))

Location: Lomé, Togo

### About Integrate Health

Integrate Health (IH) saves lives in neglected communities by integrating professional Community Health Workers (CHWs) with improved care in public clinics. This powerful combination transforms the poorest-performing government clinics into life-saving centers of excellence. IH is working closely with the Ministry of Health to pilot and test this approach, which currently serves 80,000 people through nine health centers across northern Togo. Preliminary data from IH pilot sites reveals a 50% reduction in child mortality over three years in the communities where IH works.

Building on this success, IH is expanding to serve a total of 240,000 people by 2021. Ultimately, IH aims to support the Government of Togo to achieve its ambitious goal of a 33% reduction in child mortality by 2022 and to ensure universal health coverage for eight million Togolese. To this end, IH is leveraging research to share evidence of the effectiveness of this model with the Ministry of Health (MOH) and aims to work with the MOH and other partners to explore opportunities to strengthen Togo's national primary healthcare policy.

IH estimates that the MOH can make strong gains in strengthening primary healthcare delivery at a recurring annual cost of \$10 per capita<sup>1</sup>. The per capita cost of Togo's national health plan was \$17 in 2017. This cost is projected to increase to \$31 per capita by 2022<sup>2</sup>. The \$10 per capita cost of the integrated primary care approach represents a cost-effective investment toward which the Government of Togo can direct a portion of the planned increase in health spend. Furthermore, the return on investment of this model was found to be 10:1 using the Lives Saved Tool (LiST)<sup>3</sup>. For every \$1 spent, an estimated \$10 in economic benefit is generated from the economic impact of lives saved due to the program. Given the impact demonstrated to date, IH sees the integrated primary care model as a cost-effective, feasible strategy for Togo to strengthen its national health system.

### Job Description

Integrate Health (IH) is looking for a strategic, experienced, capacity builder to serve as Health Systems Director. This is an exciting opportunity to advance systems change via partnership with the government at the national level.

The Health Systems Director will be tasked with building IH's strategy to accompany and support the MOH to achieve its primary healthcare goals. The Health Systems Director will lead IH's efforts to support the National Ministry of Health (MOH) in driving improved primary healthcare delivery across Togo. This individual will help to build a coalition of partners to support the national Ministry of Health.

---

<sup>1</sup> <http://www.financingalliance.org/blog>

<sup>2</sup> Plan National du Développement Sanitaire, 2016 – 2022, Togo

<sup>3</sup> <http://www.livessavedtool.org/>

This individual will work closely with the leadership of IH as well as with external partners within the Government of Togo and other organizations.

As a member of IH's senior leadership team, the Health Systems Director will report to the Country Director and work closely with the US-based Executive Director of IH. The Health Systems Director will work with the Partnerships team, currently 2.0 FTE, based in Lomé, Togo. The Health Systems Director will serve as a senior representative of the organization in engaging external stakeholders and play a leading role in efforts to develop IH's strategy moving forward.

The ideal person will believe that health is a human right, that health care delivery should promote equity and social justice, and that government is a critical partner for scale. The Health Systems Director must be comfortable living and working in Lomé, Togo with frequent travel to northern Togo and possibly internationally. S/he must be self-directed, professional, and have a background in supporting strategy development. S/he must also be humble, a lifelong learner, a strong communicator and able to work well within culturally diverse teams. The Health Systems Director will be expected to demonstrate maturity, respect, good judgment and solid leadership skills at all times.

### **Responsibilities**

1. Provide dynamic leadership on the strategy of scale and expansion through government partnership and inform development of IH strategy to support the MOH to advance national primary health system strengthening goals for Togo.
2. Actively participate in planning and coordination meetings and engagement activities among senior MOH officials and other partners (including local and international NGOs and bi- and multi-lateral funders) to solicit and synthesize input and feedback and to identify opportunities to mobilize resources, establish partnerships and increase stakeholder buy-in.
3. Support senior MOH officials and other partners to meet Togo's national health sector goals and support Togo's progress toward the SDGs. This may include opportunities to strengthen program implementation, data management, human resources for health, health financing or other aspects of the health system.
4. Work to build support and alignment among other NGO partners and implementing organizations in Togo around key priorities for national advocacy.
5. Collaborate with the partnership team to create advocacy and communication tools, based on IH research evidence and the global knowledge base, to advance advocacy goals. Support the IH research and executive teams to disseminate research findings to relevant parties.
6. Gather and leverage insights from global best practices, other national community health systems, partner organizations of IH and existing research to respond to questions, concerns, inquiries and requests for information from MOH, other ministries and other partners.
7. Oversee partnership team efforts to identify new potential domestic and international funding opportunities and liaise with the Executive team in assembling and coordinating necessary support across teams in order to advocate and capitalize on funding opportunities.

### **Desired Skills and Experience**

- Management and strategy experience
- Graduate degree in management, business, public health or other related field strongly preferred;
- Fluent in French & English;
- Proven ability to exercise leadership and maturity and to demonstrate political astuteness and tact;

- Diplomatic and humble learner with the ability to listen and to patiently and persistently develop genuine relationships, even with those who may be initially resistant;
- Excellent interpersonal and communication skills (written and spoken), with demonstrated ability to build relationships and to earn respect of colleagues, patients, and partners from diverse backgrounds;
- High level of initiative to innovate in resource poor settings;
- Commitment to social justice and to the fundamental rights of the poor and a willingness to humbly serve the populations IH cares for in accordance with IH's core values and operating principles;
- Bachelor's degree required.

### Success Profile

IH values include efficacy, empowerment, commitment, transparency and respect. IH expects that the Health Systems Director will model and embody these values. Success in this position over the first year would take the form of the development of an informed strategy for IH to continue to support the MOH to meet national primary healthcare goals.

The Health Systems Director is expected to play a large role in the maintenance and advancement of strong relationships with existing partners as well as the development of new key partnerships over time. The Health Systems Director will need to speak passionately and accurately to the work of IH, while maintaining an extremely high degree of professionalism and diplomacy.

While this is a new position for IH, the Health Systems Director will receive a high level of support and will work side by side with the Executive Director and Country Director of IH, as well as with senior technical advisors to IH based in Lomé and the US. The Health Systems Director will receive the necessary training and onboarding to understand the responsibilities being demanded. IH commits to providing a fair compensation package, support for travel as necessary and opportunities for professional development. The Country Director, who will supervise this position, commits to being a supportive supervisor, listening to challenges, helping to brainstorm solutions, and providing assistance in any way possible.

### To Apply

Please submit a resume and cover letter to [info@integratehealth.org](mailto:info@integratehealth.org) with "National Health Systems Director Application" in the subject line. Only shortlisted candidates will be contacted. The application deadline is rolling and interested applicants are highly encouraged to apply as soon as possible.