INTEGRATE
HEALTH

Monitoring, Evaluation, and Quality Improvement Associate Job Description
Location: Kara, Togo

The role
Are you a bilingual (English/French) self-starter? Do you believe health is a human right? Are you passionate about leveraging data to drive improvements in primary health care systems? If so, you may be our next Monitoring, Evaluation, and Quality Improvement (MEQI) Associate and play an important role in growing a high-impact social justice organization. Reporting to the Director of Monitoring, Evaluation and Quality Improvement in Togo, with a dotted line to the Managing Director of Integrate Health's Community Health Systems Lab (CHSL, known as "chisel"), our integrated science and learning unit, and working closely with the MEQI and program teams, you will have the opportunity to use implementation science methodology to close the gap between evidence-based health approaches and implementation in real-world settings.

Your technical expertise, high level of attention to detail, and clear communication skills will be critical to supporting the MEQI team that ultimately enables Integrate Health to expand access to high quality healthcare.

About Integrate Health
Integrate Health (IH) is a small and rapidly growing global health organization working to serve poor communities in West Africa and New York. We believe that access to health care is a human right and we are committed to making this a reality in the countries in which we work. We have developed a primary healthcare approach that works, leveraging community health workers and improved care in public sector clinics to deliver better health outcomes and strengthen national healthcare systems. Having demonstrated our approach in a catchment area that serves 90,000 people, we are scaling our model to cover 240,000 people by 2021 and are supporting the Government of Togo in its efforts to achieve universal health coverage. For more information on Integrate Health, please visit www.integratehealth.org.

Responsibilities
1. Support ongoing implementation research and monitoring and evaluation activities (0.5 FTE)
- Maintain a deep understanding of both IH's programs and data to provide a critical link between MEQI and program teams
- Conduct analyses of programmatic data
- Provide technical expertise to interpret programmatic data and inform decision-making
- Support the MEQI team to answer questions on programmatic indicators as they arise by supporting ongoing research and investigation; follow up on inquiries from Executive Team on monthly indicators
- 2. Support quality improvement initiatives (0.4 FTE)
  - Support Director of MEQI to prepare and facilitate monthly data review meetings as well as annual data review conference
  - Support Director of MEQI to coordinate quality improvement initiatives including

identifying gaps in service delivery, tracking progress, and directing ongoing PDSA cycles with appropriate staff
- Ensure data dissemination from MEQI team to programs team on all levels (coordinating team and field staff) to foster culture of quality and learning

3. Mentorship and Collaboration (0.1 FTE)
- Train, mentor, and build capacity of staff in MEQI
- Provide technical support and support for other activities as requested to the Director of MEQI
- Provide support to MEQI team at internal and external meetings relevant to data (ex. Community Health Impact Coalition)

Desired Skills and Experience
- Diplomatic and humble learner with the ability to listen
- Excellent interpersonal and communication skills (written and spoken), with demonstrated ability to earn respect of colleagues, and partners from diverse backgrounds
- Must be extremely detailed oriented, organized and efficient
- Must be committed to social justice and to the fundamental rights of the poor
- Minimum two years professional experience required, global health programmatic or monitoring and evaluation experience required
- Experience and/or training in implementation science methodologies and quality improvement required
- Experience in monitoring, evaluation and analytics programs including Excel and Access required
- Experience with data storage and visualizations platforms (DHIS2, Tableau, REDCap, etc.) preferred
- Experience in management, mentorship, capacity building, training, or facilitation preferred
- Fluent in French and English required
- Bachelor's degree required, Masters degree in public health, data analytics, clinical research methods or international development preferred

Success Profile

IH values include efficacy, empowerment, commitment, transparency and respect. IH expects that the MEQI Associate will model and embody these values. Success in this position would take the form of promotion of IH as a data-driven, learning organization. The MEQI Associate is expected to play a large role in using implementation science to not only answer the question *if* IH's programs are working, but *why or why not*. While this is a new position for IH, the MEQI Associate will be afforded a high level of responsibility. S/he will receive the necessary training and onboarding to understand the responsibilities being demanded. IH commits to providing a fair compensation package (including round trip ticket to Togo, visa cost, housing, and salary), support for travel as necessary, and opportunities for professional development. The Director of MEQI, 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 with MEQI Associate Application in the subject line. Only shortlisted candidates will be contacted. The application deadline is rolling. Interested applicants are strongly encouraged to apply as soon as possible.

EEO Statement

We are an equal opportunity employer and value diversity at Integrate Health. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.