



Senior Director of Programs

Job Description

Department	Executive Team
Reporting to	Global Managing Director
Location	West Africa (preferably Lome/Conakry)
Job Level	BG-11

The Role

Integrate Health (IH) recently launched an ambitious new five-year strategy (2023-2028) to rapidly scale high-quality primary healthcare across West Africa. IH is seeking a Senior Director of Programs to lead a team in the optimization of existing programs and development of new programs to achieve this new strategy. The Senior Director of Programs is an experienced clinician or public health technician responsible for leading teams to plan, manage, and deliver complex interventions in close coordination with government, local communities, and other partners. He/she works with interdisciplinary teams and is responsible for the performance of all programs.

The Senior Director of Programs will define programs' overall strategic vision, set priorities, and coordinate activities across multiple countries. He/She will supervise the program implementation and government accompaniment teams, overseeing coordination of relations between all stakeholders, including local communities, local authorities, national authorities and other partners. He/She will provide effective support in advising on national health policy and its implementation, national health financing, and the overall design and provision of technical assistance and capacity building. The Senior Director of Programs will be a data-driven leader that leverages the latest research and continual learning to drive a culture of performance and innovation and ensure the highest possible impact for patients. As a member of the executive team, the Senior Director of Programs will contribute to the definition and monitoring of the organization's strategic objectives, lead the design of program budgets, and ensures their proper execution.

Integrate Health offers a competitive compensation package, and a generous benefits package aligned to applicable law. The compensation range for this position

will be between \$70,000 and \$120,000 depending on experience for a position based in West Africa.

Your Contribution

Responsibilities:

1. Strategic leadership
 - a. Ensure all Integrate Health existing and new programs in all countries are implemented appropriately, consistently, effectively, and in line with Integrate Health's values and guidelines.
 - b. Manage continuous innovation processes, leading teams and developing new data-driven programs, identifying opportunities to improve patient care, and testing new innovative approaches and/or technologies.
 - c. Identify strategic needs beneficial to programs and be the focal point for the development of solutions and new innovations, in collaboration with Country Directors, Integrate Health staff, and health authorities.
 - d. Ensure that Integrate Health's policies and strategies are consistent with the latest public health evidence, proven new technologies, and global best practices and are fully aligned with the priorities and programs developed by the Ministry of Health.
 - e. Leverage Integrate Health evidence and experience to inform and promote the development of best practices in the global health system.
 - f. Provide effective support to government structures to shape national health policy, funding, and implementation, including the design and provision of technical assistance, capacity building, and advocacy.
 - g. Ensure appropriate assessment of programmatic risks and their management or mitigation.
 - h. Ensure that program implementation promotes capacity building of communities, local organizations, and government agencies.
 - i. Prepare and present programmatic performance to the rest of the Executive Team, Board of Directors and funding partners as requested.
2. Coordination and representation
 - a. Maintain an effective partnership with national authorities at all levels and conduct joint planning and assessment missions, meetings, and workshops deemed necessary for the execution of the mission.

- b. Ensure that the team actively contributes to effective coordination with other NGOs.
 - c. Ensure Integrate Health's representation in appropriate forums and meetings at the global level.
 - d. Research and study successful project/program experiences of other partners—members of coalitions Integrate Health is part of, or national health systems—and share them systematically within all Integrate Health teams to contribute to continuous learning.
3. Technical supervision
- a. Define policy for technical services to support and supervise program staff in all countries, with regard to program design, development, implementation, monitoring, and evaluation.
 - b. Oversee country work plans, KPIs, and OKRs, ensuring that strategies and activities reflect the organization's commitments to communities, local authorities, and funding partners.
4. Monitoring, evaluation, and research
- a. Collaborate with the Monitoring, Evaluation, and Quality Improvement function to support program evaluations based on regular data analysis, supervision, and review of program activities.
 - b. Ensure that monitoring and evaluation data, as well as financial data, are integrated into programs, used by Program team, and contribute to ongoing program improvement.
 - c. Share with the Executive Team, Board of Directors, and other stakeholders as appropriate, observations relevant to their respective areas of activity.
 - d. Ensure that activities and programs are properly documented, shared, and contribute to the institutional organization of learning and advocacy on behalf of the beneficiaries and communities we work with.
 - e. Identify any issues requiring operational research and share these with technical teams.
5. Team management
- a. Ensure that a system of regular evaluation of the performance of team staff is effective and aligned with the defined objectives.
 - b. Assess and address technical deficiencies of Integrate Health staff and promote development opportunities.
 - c. Oversee the recruitment of management staff and consultants.

What are we looking for?

Additional qualifications:

- Previous successful experience in the design and management of community health programs, experience with programs leveraging technology is desirable,
- Previous management experience with an NGO,
- Strong track record of successful program management,
- Experience in managing relationships with national authorities, including in complex situations,
- Ability to interact at the highest level with external partners to create synergies,
- Good management, evaluation, project planning, organizational, interpersonal, and communications skills,
- Ability to work with multi-cultural teams,
- Ability to analyze and synthesize,
- Excellent written and oral presentation to strategic-level audiences,
- At least ten years' professional experience in program management, preferably in West Africa,
- Experience in public health is an advantage.

Education

- Degree in medical practice, and/or higher diploma in Public Health or related fields

Languages

- Fluent in French and English, written and spoken

Commitment to Diversity, Equity, and Inclusion

At Integrate Health, we place a high value on diversity and the benefits that come from having employees with a wide variety of backgrounds and experiences. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Applicants of West African origin, especially women, are strongly encouraged to apply.

To learn more, please visit the diversity, equity, and inclusion page on our website: <https://integratehealth.org/diversity-equity-and-inclusion/>

To Apply

Please submit a resume and responses to the three questions below in **no more than one page** to info@integratehealth.org with Senior Director of Programs in the subject line.

1. Why are you interested in this position?
2. What is one reason you think you'd be a good fit for this position?
3. What is one strength you would bring to this position?

Please keep total question responses to a maximum of one page. The application deadline is rolling. Interested applicants are strongly encouraged to apply as soon as possible.

Hiring Process

The hiring process will include the following steps:

1. Review submitted applications
2. Conduct 20-minute screening interviews for shortlisted candidates
3. Request that shortlisted candidates submit a practical assessment (designed to take no more than two hours to complete)
4. Conduct skills-based interviews for 3-5 candidates
5. Request references
6. Conduct final interview if necessary
7. Make offer

Only shortlisted applicants will be contacted, but candidates who proceed to step 2 will be notified if they are not chosen for step 3.

About Integrate Health

Integrate Health (IH) is a rapidly growing global health organization working to serve rural and remote communities in Togo, and in Guinea, West Africa. We believe that access to healthcare is a human right, and we are committed to making this a reality by partnering with governments and local communities to make quality primary healthcare accessible to all. We implement and study an integrated approach to strengthening primary healthcare delivery in order to achieve universal health coverage.

By integrating professional Community Health Workers with improved care in public clinics, this approach creates a patient-centered health system that is accountable to the community and dramatically reduces mortality in severely resource-limited settings.

For more information on Integrate Health, please visit www.integratehealth.org.