

Job Profile

Health Policy and Planning Senior Adviser (N1) Health Sector Programme Support Phase V

Tanzania

Reference number: DK-05219-2018/TAN.01-W

1. Preliminary

1.1. The Danish Government signed in March 2015 a country programme support agreement with Tanzania amounting to DKK 1950 million Danish Kroner. The overall objectives are to reduce poverty and inequality and ensure equitable distribution of social services, especially within health.

1.2. The present Job Profile describes main tasks and challenges together with the qualifications of the candidates for the vacant position.

1.3. Expected composition of the selection committee:

Applicants for the position will be selected for interview by The Embassy of Denmark together with the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) who will also be represented at the final interview. Mercuri Urval will participate in the process of appointment by conducting personality tests and test interviews with the selected candidates, as well as taking part in the final interview. The final interview panel consists of the relevant responsible persons from the Danish Embassy, representatives from the MoHCDGEC, and the consultant from Mercuri Urval A/S in charge of the recruitment process.

2. Health Sector Programme Support, Phase V

Through the Health Sector Programme Support, phase V, Danida supports the implementation of the Government of Tanzania's strategic plan, called 'Health Sector Strategic Plan, Phase IV' (HSSP IV) (2015 – 2020) under the leadership of the MoHCDGEC through a joint Health Basket Fund (HBF). The HSSP IV was developed under the leadership of the MOHCDGEC, with inputs from Governmental, Non-Governmental and Private Sector Partners, with contributions from Ministries, Departments and Agencies (MDAs), especially the President Office, Regional administration and Local Government (PO-RALG) and from Development Partners (DPs).

The main purpose of the HSSP IV is to reach all households with essential health and social welfare services, adhering to objective quality standards, and applying evidence-informed interventions through efficient channels of service delivery. This will be done through among other things:

- 1) address the weaknesses identified during the mid-term review of last HSSP in 2013,
- 2) continue the unfinished work of the Millennium Development Goals, to build and consolidate progress to date; to advance the sector in reaching the aspirations of the country's national and sectoral development targets of Vision 2025, and
- 3) institutionalise systems that will support Tanzania in meeting its obligations under the recently agreed sustainable development goals.

For the first time a reliable cost estimate has been made which will help prioritise interventions based on available resources and define realistic targets for the health and social welfare sector. The HSSP IV is aligned with the 2nd Five Years Development Plan and the overall national development plan, Vision 2025.

Five specific objectives guide the implementation of the HSSP IV, which Danida is supporting under the Health Sector Programme Support, Phase V (HSPS V).

These are:

SO 1: The health and social services sector will achieve objectively measurable quality improvement of primary health care services, delivering a package of essential services in communities and health facilities.

SO 2: The health and social welfare sector will improve equitable access to services in the country by focusing on geographic areas with higher disease burdens and by focusing on vulnerable groups in the population with higher risks.

SO3: The health and social welfare sector will achieve active community partnership through intensified interactions with the population for improvement of health and social wellbeing.

SO 4: The health and social welfare sector will achieve a higher rate of return on investment by applying modern management methods and engaging in innovative partnerships.

SO 5: To address the social determinants of health, the health and social welfare sector will collaborate with other sectors, and advocate for the inclusion of health promoting and health protecting measures in other sectors' policies and strategies.

These objectives relate to the sector's capacity to deliver a wide range of supporting policy and strategic initiatives, namely; the National Health Policy 2007 and the new to follow; the Primary Health Care Services Development Programme 2007-2017 (more commonly known under its Kiswahili abbreviation MMAM); the Big Results Now initiative 2016-2018; the Public Private Partnership Policy 2009; the Health Financing Strategy 2015 and the National Road Map Strategic Plan to Improve Reproductive, Maternal, Newborn, Child & Adolescent Health in Tanzania, (2016 – 20, One Plan II). Implementation of these policies and strategies are necessary to achieve the targets set out in HSSP IV.

The health sector is coordinated through a sector wide approach (SWAp) and the SWAp Code of Conduct and the Common Management Arrangements. Central to the delivery of health care is decentralisation-by-devolution (D-by-D) and this provides additional challenges as well as opportunities. To respond to the further implementation of D-by-D, the PO RALG have established a Health Department to strengthen its role in coordinating the implementation of health services at regional and council level. The MOHCDGEC has revised its organisational structure, especially within the Department of Policy and Planning, to respond to the changes in the division of labour between MOHCDGEC and PO RALG and to strengthen its stewardship role as the lead ministry for the sector.

The National Health Policy is under revision draft NHP 2018 is in place and implementation planed.

3. The Position

3.1. Title: Health Policy and Planning Senior Advisor (N1)

3.2. The adviser will be placed in the directorate of Policy and Planning, MoHCDGEC. The adviser will work in the offices in Dodoma as well as Dar es Salaam and duties will comprise some travelling to the rural areas across the country. A condition is that the adviser should agree to move from Dar es Salaam to Dodoma one year into the contract period, or be able to commute to Dodoma on a regular basis (2-3 days a week).

3.3. Conditions: 24 month contracts, attractive salary. The salary depends, among other things, on family situation. Contribution to pension, health insurance and school fees are provided. House rental package will be provided. Free household removal. For more details please refer to Danida's *Staff Regulations - Advisers on Long-term Assignments* (<http://amq.um.dk/en/tools/technical-assistance/>).

3.4. Special conditions of the function: MoHCDGEC is responsible for office space and relevant equipment to the adviser. It is also expected that the MoHCDGEC will be available for introduction and openly share relevant documentation. The Danish Embassy will also provide relevant documentation and assist with accommodation and be available for advice, such as on security. An annual joint appraisal will be done of the performance of the adviser who is expected to develop an annual work plan with clearly marked annual outputs.

3.5. Key work areas and responsibilities of the Senior Adviser are:

- The directorate of Policy and Planning has three sections; Planning and Budget, Policy and Monitoring and Evaluation. The Health Sector Reform Secretariat is located in the Department of Policy and Planning and its Responsible for Co-ordinating Health Sector Reforms and Sector Wide Approach Initiatives across the Government Sector Ministries, Development Partners, NGOs , CSOs and the Private Sector.
- The senior adviser will work within all sections depending on identified needs and developments in the sector. The senior adviser will have frequent interactions with the Director of Policy and Planning in order to ensure progress.

Overall role of the senior adviser is to:

- Provide technical inputs in key areas pertaining to the health sector required for successful implementation of HSSP IV both within Department of Policy and Planning (DPP) as well as to other units in MOH, PO RALG, Regions and Districts when required.
- Advise and assist in analysis at a strategic level of the key opportunities, constraints and challenges that characterize the implementation of the health delivery strategies.
- Advise and assist in the development of new reforms, policies, strategies eg. social security scheme and improvement of the Direct Health Facility Financing that will strengthen the performance of the health sector.
- Advise and assist the MoHCDGEC in carrying out the tasks in relation to the SWAp Code of Conduct and the Common Management Arrangements for Implementing HSSP IV including the Joint Field Visits, Annual Health Sector Reviews, Policy Priorities and coordination activities.
- Advise and assist in all aspects related to the Health Sector Financing including domestic financing, the performance component, preparation of meetings, coordination between MoHCDGEC and Donor Partners etc.
- Advise and assist in defining roles, responsibilities and operational mechanism of the MoHCDGEC at different level.
- Assist MOHCDGEC in the monitoring and follow-up on agreed priorities by GOT/Development Partners.
- Assist in strengthening the implementation of the Monitoring and Evaluation framework processes, including reporting systems, to provide better data to inform decision-making at all levels to ensure actions taken are adequate and more effective.
- Assist in the development of performance reporting which is relevant for decision-making (MOHCDGEC senior management, Parliament, SWAp partners, basket fund partners, etc.)
- Assist in identifying needs for reviews, operational research or other consultancy services in relation to the support to strategic initiatives, drafting terms of reference and facilitating consultancy work
- Develop/maintain an in-depth knowledge and understanding of the health sector in Tanzania
- Participate as resource person in the sector reform when and if relevant.
- Participate on a regular basis in briefings with the Royal Danish Embassy (RDE)

4. Qualifications

The chosen candidate should have a track record of result contribution in the health sector.

4.1. Educational background and working experiences:

- Education at university level with postgraduate degree in for example Public Health, Management and/or Economics.

- Several years of professional experience working in different countries in Africa an advantage; Hands-on experience with Health Systems Strengthening and Reforms, including decentralisation and Sector Wide Approaches, emphasis on outputs-based planning, budgeting, financing and performance management an advantage.
- Experience with capacity building in development contexts.
- Used to working with IT solutions; Microsoft Office, excel spreadsheets etc.
- Experience with ensuring that policies and strategies are translated into operational plans that can achieve sector objectives and targets.

4.2. The candidate's personal qualities:

- Is action oriented and committed to producing result, also in a complex environment with many different actors and interests.
- Adapts and responds positively to change and is open; can and will propose new approaches and ideas when relevant.
- Ability to work with a multi-disciplinary team, through multitasking and flexibility.
- Deals constructively with critique and develops and promotes effective relationships with colleagues and team members.
- Patient with a focus on implementation and evaluation.

5. Recruitment Procedures

5.1. How do you apply:

Information about the **mandatory** application procedure can be found at: www.danidajob.um.dk.

5.2. Deadline for applications: 19 June 2018 at 12 noon (CEST).

5.3. Preliminary interviews and personal evaluation: week 26, 2018. Mercuri Urval will conduct a personal evaluation of selected candidates.

5.4. Language test: The Ministry of Foreign Affairs has decided that all candidates called in for interview - except for those to whom the relevant language is mother tongue - shall be language tested in Denmark in the working languages of the duty station (i.e. English).

5.5. Presentation to the appointments committee: 29 June 2018.

5.6. Decision: A decision is expected during week 27 2018.

5.7. Expected commencement: 1 September 2018 or soonest possible.