



JOB DESCRIPTION

1. IDENTIFICATION			
1.1		Job Title	Human Resources for Health (HRH) Specialist
1.2		Reporting to	Health Systems Strengthening Lead
1.3		Project/Programme	USAID Imarisha Jamii
1.4		Physical Location	Turkana County

2. Project Brief

Amref Health Africa in Kenya will be implementing the USAID Imarisha Jamii program that seeks to provide HIV care and treatment; services to orphans and vulnerable children and adolescents; and services in the areas of Family Planning/Reproductive, Maternal, Newborn, Child and Adolescent Health (FP/RMNCAH) and nutrition. The purpose of the program is to increase the use of quality county-led health and social services in Turkana County, Kenya

3. Main Purpose of the Job

The Human Resources for Health (HRH) Specialist will work closely with the CHMT, CPSB, SCHMTs, Health facilities and Community health units to provide strategic technical assistance in the establishment of effective and adequate management capacity for health workforce management and development for provision of quality health care services.

4. Principal Responsibilities

- Lead assessment, design and delivery of HRH activities tailored to address HRH management systems and capacity gaps for Turkana county governments' health department.
- In collaboration with the county, develop an HRH plan for contracted workforce supporting HIV service delivery with clear identified gaps and approaches to meet the gaps for a rationalized workforce.
- In collaboration with the county and HRH national mechanism, develop a strategy to ensure the county progress towards HRH management maturity based on the HRH maturity tool.
- Manage county engagement processes and HRH interventions including donor supported contracted health workers, training and mentorship for county human resource for health management functions.
- Work with County HRH Manager to strengthen performance management, including supervision to track contribution of HRH interventions to service delivery outcomes at health facility level.
- In liaison with County HRH manager support strengthening the functions of HRH unit for improved management of health workforce in the county.
- Ensure timely and complete HRH data entry for all sites and project's own staff into the HRIS systems for decision making.
- In coordination with the project HSS team, work collaboratively with the county government and health department to increase availability of resources so that HRH are rationally distributed and adequately recruited, retained and professionally managed at all health facilities for health service delivery.
- Support county health system leadership and management to develop management practices and HRH support systems that standardize recruitment, promote retention, and enable top performance of health workers.

- Provide guidance and support in the development of HRH competencies and systems processes for monitoring workforce performance as related to service quality.
- Support the sharing of lessons learned, promising practices and effective strategies to enable the county government particularly the county health management team to advance toward the desired HRH/HSS results – expanding access to consistent quality care to meet population health needs.

5. Required Qualifications, skills and experience

a. Education and knowledge:

- Bachelor's Degree in Health Sciences, Public Health, Health Administration, Human Resources, Health economics or other relevant field with substantial experience.

b. Experience:

- At least five years of related professional experience, with technical knowledge and understanding of health systems.
- Demonstrated ability to plan and implement capacity building interventions, using a variety of methods.
- Ability to build positive working relationships, characterized by mutual respect and professional courtesy, with counterparts and program beneficiaries across cultural, linguistic and geographic boundaries.
- Excellent interpersonal skills and ability to work successfully in multi-disciplinary team; manage multiple tasks concurrently; meet deadlines with attention to detail and quality.
- Understanding of Kenya Government planning and budgeting process, including in context of devolution and previous experience in supporting preparation of annual work plans and budgets for Health Offices and facilities
- Ability to work/travel in remote areas of assigned region within short notice.
- Strong leadership skill and ability to transfer this skill to others.

c. Skills & Competences

- Must be ICT proficient.
- Mentoring and Coaching
- Analytical and attention to details
- Good coordination, problem solving and networking skills.
- Demonstrated self-starter (i.e., motivation, dealing with pressure, adaptability).
- Oral and written fluency in English required.
- Strong writing and presentation skills with ability to communicate well within and across diverse groups.
- Ability to interact skillfully and diplomatically with numerous counterparts, including donors, Ministry of Health officials, local partners, and other NGO's.

How to apply

Interested? Please visit our website www.amref.org to view the full JD. You will be directed to our online portal where you will need to create an account successfully in order for you to be able to submit your application. **Deadline for submission: 21 May 2021.** Please note that only shortlisted candidates will be contacted.

Duly note that Amref Health Africa in Kenya does not require applicants to pay any money at whatever stage of the recruitment and selection process and have not retained any agent in connection with recruitment.

Amref Health Africa in Kenya is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Amref is an equal opportunity employer and has a non-smoking.