



JOB DESCRIPTION	
Job Title	Senior Programme Manager – Nigeria
Organization	SEMA Reproductive Health
Employ	Amref Health Africa (host of SEMA Reproductive Health)
Time	Full-time role (two-year contract with potential to renew)
Location	Nigeria (ideally Abuja) – must have legal right to work in country
Travel	Up to 25% travel (open to discussion)
Reporting Structure	This role reports to the Nigeria Country Lead
Closing Date	Open until filled
How to Apply	
<ul style="list-style-type: none">● Go to Amref’s website https://amref.org/vacancies and you will be directed to an online portal where you need to create an account to submit your application● Your application should include a cover letter detailing why you are the best fit for this position and your CV with relevant skills and experience● Only shortlisted candidates will be contacted	

About SEMA Reproductive Health

Shaping Equitable Market Access for Reproductive Health – [SEMA Reproductive Health](#) – is a new, innovative partnership that aims to transform sexual and reproductive health (SRH) markets so that people everywhere have sustained access to comprehensive, quality, and affordable SRH products. It emerged from a collective reflection by partners that although we have made tremendous improvements in SRH markets, we need to do business differently moving forward.

The partners recognized that shaping SRH markets is challenging using a global, central model (akin to HIV or immunization) given financial trends and the uniqueness of each country context. Therefore, SEMA was designed with a model that moves the center of gravity to countries to be closer to consumers and other stakeholders. It relies upon a lead representative in each priority country who engages with local stakeholders to understand the current state of the public and private market, define a market vision, prioritize problems, and drive coordinated strategies and investments to advance the vision – with an aim to support countries to be stronger stewards of their markets. In addition, SEMA provides a collaborative platform for country stakeholders, donors, and other partners to align on multi-country/global market problems, jointly problem-solve, and coordinate resources and activities more efficiently. The aim of this work is also to improve market shaping capacity of the field and to improve SRH country and product markets. And SEMA approaches this work adhering to principles such as being consumer-responsive, taking a holistic portfolio/market approach, and looking for systemic vs short-term solutions to improve SRH markets and meet consumers’ needs.

SEMA was announced in 2021 alongside the Generation Equality Forum in France, with country governments from Nigeria, Burkina Faso, and Uganda; financial support from the Children's Investment Fund Foundation (CIFF), Bill & Melinda Gates Foundation, and the French Ministry for Europe and Foreign Affairs (MAE); and strategic partnership from the United States Agency for

International Development (USAID), United Nations Population Fund (UNFPA), the Foreign Commonwealth Development Office (FCDO), and the Reproductive Health Supplies Coalition.

SEMA will operate as a lean and nimble team (perhaps 20-25 staff) predominantly based in low- and middle-income countries. The management team is led by an Executive Director and includes several leaders (Head of Data & Analytics, Head of Global Markets, and Head of Operations). A Lead will reside in each priority geography (country or region) and report to the Executive Director. The team will act as a strategic thinker, collaborative forum, and an investment manager. For the latter, SEMA will manage a pool of re-granting or contracted services via implementing partners to leverage and invest in ecosystem partners. SEMA's three strategic goals are:

1. *Strengthen country market stewardship and drive national SRH market improvements* - This work is the priority focus of the country and regional staff; and it entails commissioning analytics and aligning with partners around a market vision and overseeing investments to strengthen local market stewardship and realize the market vision
2. *Strengthen the efficiency and effectiveness and drive market improvements of the SRH market ecosystem* - This work includes supporting the ecosystem to more efficiently and effectively monitor and respond to transversal (i.e., cross-product, multi-country) market issues that go beyond what one country can address. Topics may include market data visibility, product financing, procurement, or supply security.
3. *Drive market improvements in specific SRH product markets* - SEMA also commissions market assessments that may identify market challenges for specific SRH product categories (e.g., injectables, medical abortion supplies) and develops and shares market strategies and mobilizes funding to address priority market shortcomings.

SEMA currently has financial commitments of \$75 million over five years from several donors with the aspirations to mobilize additional resources. At this funding level, SEMA aims to hire Leads in geographies where governments have expressed commitment including Burkina Faso, Senegal, and five states in Nigeria. Conversations are underway with 1-2 other countries and more funding will enable expanding to additional countries. SEMA also envisions supporting work across the full SRH portfolio of products and related services as resources allow, but is initially focusing on family planning/contraceptives and safe abortion supplies and services.

SEMA is being incubated within Amref Health Africa to rapidly scale and deliver quick wins from the get-go and will spin out to form an independent entity once established. It is overseen by a small governing body (currently 5 voting members) that includes country leaders and donors. And it leverages a Technical Oversight Committee of a diverse group of experts from various countries for strategic and technical advice.

About Amref Health Africa

Amref Health Africa was founded in 1957 and has since grown to become the largest African-based international health development organisation; currently implementing more than 180 programs, reaching more than 40 million people across 35 African countries; and a staff complement of over 2,000. Headquartered in Nairobi, Kenya, Amref Health Africa has offices in ten countries in Africa – Burkina Faso, Ethiopia, Guinea (Conakry), Kenya, Malawi, Senegal, South Sudan, Tanzania, Uganda and Zambia. An additional eleven advocacy and fundraising offices are located in Europe and North America.

Amref Health Africa is driven by its vision of *'Lasting health change in Africa'* and its *mission 'To catalyze and drive community-led and people-centred health systems while addressing social determinants of health'*. We believe that the power to transform Africa's health lies within its communities, and therefore strive to ensure that health systems are not only functional but that communities are empowered to hold these systems accountable for the delivery of quality and affordable health care.

Role Overview & Responsibilities

The role of the Senior Programme Manager is an opportunity for a passionate, strategic, diplomatic, and entrepreneurial individual to support and collaborate with the Nigeria Country Lead in the development and implementation of SEMA's programmes and initiatives in Nigeria. These two staff will work closely with local partners, government, civil society, private entities, technical experts, and implementers to develop and refine Nigeria's SRH market strategy and identify how SEMA can support achieve this vision. The Senior Programme Manager will be responsible for developing and overseeing local investments and partnership to ensure excellent programme implementation, including adherence to SEMA's funding modalities and processes. S/He will also represent this work internally and externally with partners to advance the mission, promote continuous improvement, and shape SEMA's broader market agenda within the ecosystem.

Key Activities

Reporting to the Nigeria Country Lead, this individual will have the following responsibilities:

Strategy (20%)

- Provide assistance to the Country Lead in positioning SEMA as a go-to strategic partner and resource to the country government and local partners to understand and tackle SRH market challenges
- Engage local partners and leverage data and analysis to support the development of an evidence-based, country-specific SRH market strategy
- Share emerging country market priorities to inform SEMA's broader strategy to enhance the ecosystem

Programme/Investment Design & Oversight (60%)

- Identify investment opportunities, scope the opportunities, and identify recipients, potentially with an independent technical review panel and consultation with local stakeholders
- Align any activities or investments (e.g., market data, technical assistance, product introduction, etc.) with other donors (e.g., USAID, UNFPA, GFF) to support the strategy development and execution
- Establish and oversee country-specific work plans, including budgets, monitoring, learning, and evaluation

Partner Management/Communication (10%)

- Represent SEMA's work with partners internally and externally to advance the mission
- Ensure effective and timely communication and engagement with local partners, stakeholders, and donors
- Share lessons learned and best practices in market shaping from the country with SEMA and local partners to advance the field

Organizational Effectiveness (10%)

- Work with the broader Management Team to launch, grow, and scale SEMA to become a \$200m+ organization that can change SRH markets worldwide so that people everywhere have access to the products they need and want to control their health and future

Qualifications

To be effective in this role, the ideal candidate should possess a:

- Bachelor’s degree in Public Health, International Development, Business Administration, Social Sciences, or a related field and at least 15 years of experience working in the development sector, specifically in the area of SRH market systems and in Nigeria
- Or
- Master’s degree in Public Health, International Development, Business Administration, Social Sciences, or a related field and at least of 10 years of experience working in the development sector, specifically in the area of SRH market systems and in Nigeria

The ideal candidate should have a proven track record of successfully leading and managing programmes, including experience in strategic planning, budgeting and financial management, monitoring and evaluation, and partner engagement. Strong knowledge of SRH market systems, and experience in engaging with government, civil society, private sector, and technical partners is required.

In addition, the candidate should have excellent leadership, management and communication skills, and be able to work effectively in a team environment. Strong analytical and problem-solving skills, as well as the ability to think strategically and creatively, are essential. The candidate should also be fluent in English and have excellent written and verbal communication skills. Strong IT skills, including proficiency in MS Office and experience with project management software is highly desirable.

Education

- Bachelor’s degree or higher in Public Health, International Development, Business Administration, Social Sciences or a related field. Master’s degree is ideal.

Experience

- 10-15 years of professional experience working in global health/development field
- At least 3 years of experience in sexual and reproductive health
- At least 3 years working in the field of market shaping. More than 5 years of experience working in market shaping is desired.

Knowledge, Skills and Competencies

Required	Desired
<ul style="list-style-type: none"> • Ability to design and drive a process to forge alignment among different partners around strategic vision and advance an agenda leveraging data and analysis • Demonstrated experience driving process to indirectly influence actors to coordinate strategies, investments and activities 	

Required	Desired
<ul style="list-style-type: none"> • Proven experience working effectively with key stakeholder groups such as country governments, bilaterals, multilaterals, civil society, advocacy groups, private companies, technical experts, and implementing agencies 	
<ul style="list-style-type: none"> • Familiarity with SRH stakeholders in Nigeria 	<ul style="list-style-type: none"> • Strong knowledge of SRH stakeholders and context in Nigeria
<ul style="list-style-type: none"> • Strong understanding of the local, regional, national, and global dynamics of health markets, including financing and procurement flows, new product introduction, and private sector. • Familiarity of the SRH market in Nigeria 	<ul style="list-style-type: none"> • Experience working on SRH market shaping, specifically in Nigeria
<ul style="list-style-type: none"> • Extensive experience scoping, shaping, co-designing and managing investments and programmes to results with partner agencies 	<ul style="list-style-type: none"> • Investment management in market shaping technical areas
<ul style="list-style-type: none"> • Excellent organizational and time management skills, including the capacity to manage concurrent priorities and meet deadlines • Track record of translating strategies into workplan, budgets, and metrics and reporting on progress 	
<ul style="list-style-type: none"> • Excellent written and verbal communications skills, including areas of presentation and report writing. 	<ul style="list-style-type: none"> • Experience presenting to senior leaders in government and/or agencies
<ul style="list-style-type: none"> • Ability to work independently but also be a team player – including showing up for the organization • Comfort and interest in start-up environment including willingness to do grunt work if necessary 	
<ul style="list-style-type: none"> • Commitment and interest to creating safe and inclusive space to listen to different perspectives and voices to create a culture where everyone belongs • Humble and curious • Comfortable in ambiguity and embrace change • Understanding, interest and personal commitment to comprehensive SRHR, including the right to safe abortion 	

Commitment to Diversity, Equity & Inclusion

We embrace our employees' differences in age, race, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socioeconomic status, veteran status, conviction history, and other characteristics that make our employees unique. Our supporting practices and policies include, but are not limited to:

- Respectful communication and cooperation between all employees. We treat each other with dignity and respect and demonstrate inclusion during work and all work-related time together.
- Teamwork and encouraging participation of all employee perspectives.

- Support for health and autonomy through flexible work schedules that accommodate employees' varying needs. Annual closure to rest and renew, in addition to paid time off and holidays.
- Transparent processes for hiring, performance management, compensation, and promotion and a culture of two-way feedback between staff and supervisors.

How to Apply

Interested? Please visit our website <https://amref.org/vacancies/> to make your application. You will be directed to our online portal where you will need to create an account in order for you to be able to submit your application. Your application should include a cover letter detailing why you are the best fit for this position and your CV with relevant skills and experience. Closing date will be **June 16, 2023**. Only shortlisted candidates will be contacted.

Duly note that Amref Health Africa does not require applicants to pay any money at whatever stage of the recruitment and selection process and has not retained any agent in connection with recruitment. Although Amref may use different job boards from time to time to further spread its reach for applicants, all open vacancies are published on our website under the Vacancies page and on our official social media pages. Kindly also note that official emails from Amref Health Africa will arrive from an @amref.org address.

Amref Health Africa is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Amref Health Africa is an equal opportunity employer and has a non-smoking environment policy.