



JOB DESCRIPTION

IDENTIFICATION	
JOB TITLE	Programmes Director
REPORTING TO	Director, Institute of Capacity Development
DEPARTMENT/UNIT	ICD
DURATION OF CONTRACT	Three Years (Renewable)
DUTY STATION	Nairobi, Kenya

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.

JOB PURPOSE

The Programmes Director position plays a pivotal role in shaping and executing the strategic vision of Amref's Institute of Capacity Development. As a member of the Senior Leadership Team (SLT) and deputy to the Director, ICD and Emerging Countries, the Programmes Director oversees planning, developing, and delivery of all programmes and initiatives, ensuring that they align seamlessly with ICD's strategy and goals.

S/he plays a pivotal role in driving impact, innovation, and sustainable change across ICD's programmes towards lasting health change in Africa in line with the Corporate and ICD's strategy 2023-2030. S/he is responsible for the design and oversight of ICD's portfolio of interventions that includes the setting of impact delivery strategies that speak to the Corporate Strategy and annual plans. Working closely with the Director, s/he will operationalise ICD's 8-year strategy to ensure effective and quality delivery of its programme portfolio.

The role oversees day-to-day running of ICD with direct management of all programme leads. It is a leadership and management role which includes business and partnership development in line with the Institute's strategy and business development plans.

PRIMARY RESPONSIBILITIES

Strategy and Thought Leadership:

- Contribute to ICD's strategy as a member of the Senior Leadership Team, and lead its translation into operational strategies and plans, and its implementation.
- Provide leadership and vision for all existing and new programmatic initiatives to drive impact and cost efficiency and be responsive to a rapidly evolving environment
- Serve as a thought partner to the ICD Director and other internal stakeholders to continuously re-imagine ICD's vision, mandate, and strategy in driving cost-effective impact across Africa.
- Lead ICD's programmatic expansion strategy, including engaging key internal and external stakeholders on strategic programmatic discourse.
- Explore opportunities for collaboration and partnership to enhance programme reach and sustainability.

Programme Development and Management:

- Oversee the design, development, and timely performance of programmes, including setting budgets, annual goals and targets
- Embed data-driven adaptive programming approaches that identify continuous improvement opportunities and drive timely course-correction and improve programme effectiveness, efficiency and impact.
- Ensure robust monitoring and evaluation frameworks are in place to assess programme effectiveness
- Ensure programmes are evidence-based and address the specific needs of the target population
- Drive ICD's learning agenda, ensuring programmes are evidence-based and documented through programmatic stories that resonate with a wide range of audiences.

Business Development:

- Work closely with programme leads, corporate and ICD's business development teams to identify, pursue and secure funding opportunities.
- Lead programme design for proposals and concept notes engaging with relevant internal and external partners and stakeholders

Talent Management and Leadership:

- Develop ICD's programme teams and build a culture of high performance, and an engaged workforce in line with the Amref's values
- Shape and nurture organizational culture by embodying and championing Amref values of ubuntu, integrity and quality
- Champion team motivation and wellbeing by supporting recruitment, retention, recognition and career growth
- Support the building of cross-country and cross-entity effectiveness and efficiencies, making strong operational and strategic linkages for multi-country and multi-entity programmes in the organisation

REQUIRED QUALIFICATIONS

Education and Professional Qualifications

- Masters and professional qualification in relevant areas such as business administration, public health and international development
- Bachelor's degree required

Required Qualifications and Experience

- 10+ years' experience leading complex multi-country programmes in Sub-Saharan Africa, preferably in the health and/or international development sector, with 5+ years in a senior leadership role.
- Demonstrable strategic thinking skills with the ability to rally people and teams behind ambitious goals
- Ability to inspire, motivate and guide a diverse and geographically dispersed teams of technical and non-technical staff who are direct or indirect reports.
- Experience using data and evidence to drive programme performance and sustainable impact.
- Demonstratable success in creating clear and compelling programme strategies with internal and external stakeholders
- Solid track record and achievement in overseeing large scale multi-year, multi-country grants
- Excellent communication and public speaking skills
- Candidates with both English and French language capabilities will have an added advantage

Ideal Candidate

You are a strategic and visionary thinker who is able to connect dots and communicate clearly to a diverse range of audiences. You inspire people and teams towards a common mission and goal, driving them to be lifelong learners who deliver impactful results. You are highly organised and have great attention to detail. You thrive on delegating responsibilities to an empowered team, but are not afraid to get your hands dirty and get involved when needed.

Stakeholder and partner engagement and management are skill sets that you pride yourself in. You thrive under pressure, are resilient and results oriented. You are a great communicator and a leader that can inspire your team. You have the ability to juggle multiple interventions with varying types of demands and can prioritize many pressing tasks. You are confident, and can communicate directions and solutions clearly to both technical and non-technical staff. You're a team player, who is pragmatic and driven, and ultimately has a passion to deliver impact.

Knowledge, Skills and Competencies

- Experience in international/global workforce in African context and possess cross-cultural sensitivity, knowledge of and ability to work with people of diverse backgrounds
- Successful skills and ability to prioritize effectively and manage multiple projects in a fast paced and ever-changing multinational organization
- Ability to operate within a geographically dispersed organization
- Must be in full agreement and support of Amref's Core Values, to evaluate candidate's motivational fit for the organization.
- Second language such as, French is highly desirable

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 **1st May, 2024**. 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 have 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.