

JOB DESCRIPTION

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| Job title: | Senior Technical Advisor | Location: | London, UK |
| Department: | Technical | Length of contract: | Indefinite |
| Role type: | National | Grade: | 12 |
| Travel involved: | Up to 40% | Child safeguarding level: | 2, moderate risk |
| Reporting to: | Line manager: Technical Director | Direct reports: | None |

Organisational background

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

Country and project background

The role sits within Malaria Consortium's Senior Technical and Global Technical Teams. The Senior Technical team is responsible for development and implementation of technical strategies. The Global Technical Team is responsible for providing technical support to country teams to assure the technical quality of our programmes and maximise the beneficial effect of our work, and to provide technical support to, and influence, host governments and partner organisations. As a member of the global technical team, this role will require support to both the Africa and Asia regional programmes.

Job purpose

The post-holder is responsible for provision of expert technical and strategic advice in control/elimination of communicable diseases, in particular the prevention and management of causes of childhood febrile illnesses, integrated management of malnutrition, and promotion of child

and maternal health to the full range of Malaria Consortium's programmes and projects worldwide. Whereas the post-holder will provide technical support and be technical involved in specific projects, the post-holder will be actively involved in organisational activities such as business areas and/or communities of practice.

Scope of work

The post holder uses their knowledge and specialist expertise to guide and influence technical excellence and technical direction, advising the Technical Director and other members of the Senior Technical Team, Global Technical Team, Country Directors and Country Technical Coordinators. They are responsible for technical advice and guidance (internally and externally) in their subject matter area/s on a day-to-day basis, in line with organisational strategies, to ensure technical excellence and high quality outputs. The post-holder contributes to strategic and tactical decision-making in the organisation through analytics, research and/or experiential learning. The role requires the ability to keep track of multiple responsibilities and projects and to plan and work independently. The post-holder will be involved in new business development and writing of publications.

Key working relationships

Internal

- Global Technical Director
- Members of the Senior Technical Team
- Country Technical Coordinators
- Members of the Global Technical Team, including the UK-based Technical Team
- Members of Malaria Consortium's Communities of Practice
- Members of Malaria Consortium's Business Areas
- Business Development Team
- External relations Team

External

- Members of global and regional technical groups, as relevant and required, for example Roll Back Malaria (RBM) working groups.
- Ministry of Health and relevant National Programmes
- Partner organisations, including academic institutions
- Funding organisations

Key accountabilities

1. Strategic contributions (20%)

- Contribute to the development and implementation of Malaria Consortium's organisational strategy and relevant sub-strategies, particularly in relation to communicable diseases control/elimination, management of common causes of childhood febrile illnesses, integrated management of malnutrition, promotion of child and maternal health and proactive identification of new areas of strategic interest and potential.
- Support strategic engagement with partners and donors to raise the profile of Malaria Consortium and its programmes, and identify areas of interest for donor support
- Support the organisations business development efforts by providing technical inputs to proposal writing and programme design particularly on communicable diseases control/elimination, management of common causes of childhood febrile illnesses such as

malaria, pneumonia, diarrhoea, integrated management of malnutrition and promotion of child and maternal health.

- Technical directions in the relevant Business Area/s

2. Technical oversight and Programmatic support (50%)

- Lead the provision of expert advice and guidance to country programmes and project personnel in collaboration with the Technical Director, Regional Programme Directors, and relevant members of the Senior Technical Team. This includes capacity development of relevant above country and country team members in areas of specialist expertise.
- Lead expert technical assistance to country programmes through the organisational technical assistance management process; and should foster evidence-based technical assistance
- Participate in programme design, implementation and evaluation taking a leading role in areas of specialist expertise, including expert inputs to adaptive management activities
- Be the catalyst on quality improvement activities in relation to areas of specialist expertise working collaboratively with relevant above country and country team members
- Provide capacity development to health workers or other key stakeholders in the health system in areas of specialist expertise
- Keep abreast of new developments in areas of specialist expertise relevant to Malaria Consortium and share with HQ and Global Technical Team (GTT) from research and media reports
- Provide expert guidance to results measurement plans and activities in relation to areas of specialist expertise
- Contribute in selected research in areas of specialist expertise, working collaboratively with relevant above country and country team members.
- Contribute and collaborate in relevant Community of Practice workstreams to achieve organisational targets
- Provide technical and thought leadership in areas of specialist expertise to Business Areas

3. Business development (15%)

- Participate in the development of new funding proposals and lead selected ones in the areas of specialist expertise.
- Identify opportunities for future development and work in child health and integrated management of malnutrition
- Work closely with the Business Development team in the identification and strengthening of organisational differentiators that increase organisational competitiveness in areas of specialist expertise

4. Positioning, and influencing policy and practice (15%)

- Lead and support the writing of technical publications for external audiences through multiple channels such as journals, website and social media
- Collaborate with External Relations in technical evidence-based advocacy
- Participate in learning activities to facilitate the capture, documentation and sharing of experiential and lessons learning in relation to areas of specialist expertise
- Lead the development of technical guidance on emerging, promising and best practices in relation to areas of specialist expertise for internal and/or external audiences
- Representation of the organisation at regional and International fora, which are of high value or high interest to the organisation
- Participate in regional and international technical networks and working groups that have opportunities for thought leadership and/or high visibility

Person specification

Qualifications and experience:

Essential

- Medical doctor with clinical experience in low and middle-income countries with a focus on paediatrics and child health
- Postgraduate qualification in paediatrics, child health or equivalent experience
- Experience in communicable disease control
- Extensive international experience
- Experience in applying quality management in health services delivery or child health programmes
- Experience working in a technical support capacity with Ministries of health, international agencies and Non-Governmental organisations
- Experience mentoring and strengthening the knowledge and skills of health workers service delivery points using adult learning techniques, in particular community health workers
- Experience in health care delivery at mid to senior level

Desirable

- Fellow of the Royal College of Paediatrics and Child Health
- Post graduate qualification in global health or related discipline
- Technical membership or committee work regarding communicable diseases control or child health
- Health systems strengthening experience

Work-based skills:

Essential

- Extensive technical knowledge in communicable diseases control in particular child health
- Excellent understanding of healthcare quality
- Excellent understanding of models of continuous quality improvement
- Ability to manage a fluctuating workload, prioritise and re-prioritise when necessary and meet tight deadlines
- Excellent manuscript and report writing skills
- Excellent presentation skills
- Excellent written and spoken English
- Comfortable working within a global team
- A good team player
- Excellent interpersonal, motivational and management skills

Desirable

- Knowledge of research design and data collection and analysis and / or epidemiology
- Excellent knowledge of community health services delivery through community health workers
- Demonstrable record of peer-reviewed publications
- Strong skills in bid or proposal writing
- Working knowledge of French or Portuguese
- Strategic thinking
- Demonstrable technical leadership skills, including thought leadership

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| Core competencies: |
| Delivering results |
| <p>LEVEL D - Inspires wider teams to achieve outstanding results and to manage risks</p> <ul style="list-style-type: none"> ✓ Proactively improves effectiveness and performance of other senior staff to increase ability to meet objectives, acquiring new skills when appropriate ✓ Encourages mitigating risks amongst the teams/groups they work with/ manage ✓ Ensures the quality of all internal/external work of own and others |
| Analysis and use of information |
| <p>LEVEL D - Analyses the external environment confidently</p> <ul style="list-style-type: none"> ✓ Generates a range of policy options and appraises them based on the internal and external evidence ✓ Develops ways of applying new knowledge and ensures lesson-learning with self and wider team ✓ Analyses the significance of external events and situations for Malaria Consortium |
| Interpersonal and communications |
| <p>LEVEL D - Communicates complex technical and/or sensitive/high risk information effectively</p> <ul style="list-style-type: none"> ✓ Communicates complex operational, technical and strategic issues clearly and credibly with widely varied audiences ✓ Uses varied communication to promote dialogue and shared understanding and consensus across a variety of audiences ✓ Influences internal and external audiences on specific issues ✓ Scans the internal and external environment for key information and messages to support communications strategies |
| Collaboration and partnering |
| <p>LEVEL D - Develops external networks to increase internal thinking/learning</p> <ul style="list-style-type: none"> ✓ Actively develops partnerships with relevant organisations, think tanks and individuals ✓ Takes initiative to establish a network or partnership where one does not exist ✓ Ensures any external learning is effectively brought in-house |
| Leading and motivating people |
| <p>LEVEL C - Effectively leads and motivates others or direct reports.</p> <ul style="list-style-type: none"> ✓ Gives regular, timely and appropriate feedback, ✓ Acknowledges good performance and deals with issues concerning poor performance ✓ Carries out staff assessment and development activities conscientiously and effectively ✓ Develops the skills and competences of others through the development and application of skills ✓ Coaches and supports team members when they have difficulties |
| Flexibility/ adaptability |
| <p>LEVEL D - Clarifies priorities and ensures learning from experience</p> <ul style="list-style-type: none"> ✓ Clarifies priorities when leading change ✓ Sees and shows others the benefits of strategic change ✓ Helps colleagues/team members to practise stress management through prioritisation of workloads and modelling of appropriate self-management and care ✓ Makes time to learn from experience and feedback, and apply the lessons to a new situation |
| Living the values |

LEVEL D - Acts as a role model in promoting Malaria Consortium's values

- ✓ Champions and takes ownership of corporate decisions, values and standards and ensures team members implement them in a positive manner
- ✓ Acts as role model internally and externally in promoting Malaria Consortium's values
- ✓ Is accountable for ensuring that cultural awareness is demonstrated across the area (s) they manage

Strategic planning and thinking and sector awareness

LEVEL D - Takes a helicopter view and anticipates the future

- ✓ Demonstrates an ability to step back from operational issues and see things holistically (helicopter vision)
- ✓ Anticipates how actions will impact other teams and negotiating to reach mutually acceptable solutions
- ✓ Demonstrates how complex strategic issues can be broken down into simple discrete steps