

POSITION DESCRIPTION

TITLE: Human Resources for Health Advisor (HRH)

BAND: J

REPORTS TO: Health Systems Strengthening Senior Advisor

LOCATION: Monrovia, Liberia

OVERALL RESPONSIBILITIES:

The HRH Advisor supports the Collaborative Support for Health Systems Strengthening (CSHSS) Project's technical activities in Liberia. S/He works to operationalize all health system components at the County Health Team level in order to ensure that systems and processes are in place for the effective delivery of health services in Liberia. The HRH Advisor will provide leadership to drive sustainable management growth and innovation in the health sector. S/he will provide support to the MOH to operationalize the Human Resource Policy and Plan and MOH Investment Plan .

Specifically, the HRH Advisor will provide technical leadership and direction for the development and implementation of innovative strategies and programs to increase the number of equitably distributed, qualified and high-performing workers at all levels and increase the number of high-performing facilities and institutions that promote continuous learning and assure quality for the Ministry of Health and other stakeholders working in the health sector.

SPECIFIC RESPONSIBILITIES:

- Provide technical assistance to the MOH to implement GOL human resource policies in compliance with policies established by the Civil Service Agency (CSA).
- Provide technical assistance to the MOH to develop codes of conduct for all MOH staff at all levels (central, county, district, facility, and community volunteers) to include consequences for non-compliance and a sexual harassment policy.
- Assist the MOH to ensure that documents and policies are distributed, institutionalize and used consistently.
- Work with the MOH HR staff to develop, disseminate and implement standard operating procedures to ensure adherence to GOL and MOH policies.
- Support the Health Systems Strengthening Advisor in building the leadership and governance capacity of the MOH at all levels.
- Assist the MOH to assess barriers and develop a strategy to address staff motivation and performance.
- Implement evidence-based HRH forecasting, planning and costing.
- Develop a program of activities to support pre-service training institutions to increase the number of effective, efficient and qualified workers ensuring proper integration into the health system through the MOH

- Support the MOH to develop and implement cadre-specific incentive strategies to encourage sustainable deployment and retention of qualified staff in hard-to-reach areas.
- Act as the technical MOH primary liaison, in close coordination with the Health Systems Strengthening Advisor, for collaborative activities between the Ministries of Health (MOH), stakeholders and technical assistance partners to strengthen and build support for Human Resource Management and decentralization.
- Coordinate and lead regular CSHSS internal meetings to ensure that CSHSS's HRH and decentralization activities are well coordinated at both the central and county levels.

QUALIFICATIONS:

- Graduate degree in Human Resources Management, public health, health administration, international development, Management, public administration and related social science disciplines
- Five to seven years progressively responsible experience in each of the following areas:
 - Designing and implementing HR Management and quality improvement programs
 - Capacity assessment, planning, implementation, technical leadership and/or providing technical assistance to the ministry, regional, zonal, and district health offices
 - Interacting with government, non-governmental development partners and private sector in HRH quality improvement issues.
- Prior experience in capacity building of MOH counterparts is strongly preferred.
- Excellent communication, supervisory and interpersonal skills. Demonstrated leadership.
- Ability to build synergies across technical disciplines, leverage private sector resources, and nurture innovative alliances.
- Fluency in written and spoken English required.
- Understanding of USAID administrative procedures and requirements, a plus.

PREFERED QUALIFICATIONS:

- Technical expertise and prior experience in HRH or Human Resource Management program implementation.
- Experience in managing talents, working with MOH and/ or Regional Health Bureaus and other key stakeholders.
- Skills working in a multi-disciplinary team environment and in collaboration with partner organizations; coordinating of program activities including training needs, leading teams, communicating and networking, completing deliverables in time, and achieving results.

The candidate must meet all the criteria of minimum qualifications.

To apply for above positions, you must follow the link <https://jobs-msh.icims.com/jobs/9192/sr-tech-adv/job> or send your application to liberiachssjobs@gmail.com stating the position in the subject line of your email.

Please note that applications will not be considered if you do not specify the name of the position in the subject line or send your applications through any other channel. Interested persons must send comprehensive resume with a brief cover letter not later than closing date of the application, **Friday, September 16, 2016.**

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