



Position: Health Director

Location: Freetown, Sierra Leone

Company Profile

World Hope International (WHI) is a Christian non-profit operating in 20+ countries including affiliate fund raising entities in Australia, Canada, and the US. Our expertise is in Global Health, Social Protection, Water and Energy, and Social Ventures serving approximately 1 million persons per annum regardless of ethnicity, gender, race and religion.

For 25 years World Hope International has pursued a vision of a just, safe and equitable world. Our history demonstrates that effective and practical solutions exist to complex problems. When marginalized communities experience opportunity and dignity supported by innovative partnerships with governments, private sector and resource partners, transformative change happens.

Job Profile

Building on WHI two decades of public health experience in Sierra Leone, the Health Director will establish and lead WHI's health strategy in Sierra Leone. The Health Director will work closely with the Ministry of Health in identifying priority areas for WHI's engagement. This approach may include having staff and technical experts embedded in the MoH to engage in systems, policy and capacity strengthening. Other important partners include the Christian Health Association of Sierra Leone (CHASL), CHAMPS, in building responses to data on child survival, WHO, UNICEF and the health donor community. The Health Director will proactively engage in business development in collaboration with WHI's grant and fundraising team to enable program growth; lead the health country team; establish effective M&E systems and ensure a leading role of WHI in transforming Sierra Leone's health system.

WHI current health programs in Sierra Leone include CHAMPS (long term research on infant mortality), strengthening Community Health Workers, piloting new technologies in diagnostics, community-based programs for children with disabilities, supplying relevant GiK to partner health organizations. In addition, the Health Director supports health interventions in other program areas of WHI in Sierra Leone such as early childhood education, WASH, and anti-human trafficking.

The Health Director will also contribute technical skills to global programs of WHI as needed including support to humanitarian emergencies.

Key Deliverables and KPI

Partnerships & Revenues: Build effective government, private sector, social sector, academic and donor partnerships.



- # of active MoU's in place with academic, government and private sector partners • % YoY increase in grant and institutional funding
- Evidence of leadership roles in advocacy and funding consortium
- % YoY increase in relevant GiK support to partner health organizations.

People & Culture: Lead a diverse, creative and productive country team of professionals.

- Staff diversity indicators relevant to the country context.
- # of security and safeguarding incidents managed annually.
- Evidence of employee engagement and performance management processes.

Compliance & Ethics: Ensure high standards of professional ethics and disciplined compliance.

- Quality audit performance – Local Statutory Audits, WHI Audits, Donor Audits
- Evidence of gender equity and social protection mainstreaming in program evaluations.
- Evidence of compliance with government regulations and professional standards.

Innovation & Impact: Enable evidence-based impact through innovative programs.

- # and value of innovative initiatives funded and launched.
- % YoY increase in the number of persons or families impacted by programs.
- Evidence of tech innovations enabling both organizational and program outcomes.
- Policieschange

Stewardship & Accountability: Manage transparently the stewardship of resources.

- % of national office costs covered by grant and institutional funding as direct costs.
- Evidence of proactive and disciplined cash flow management relevant to the country program.
- Consistent and timely project reporting and management of DM&E data systems.

Success Factors

Successful WHI staff are highly self-motivated, thrive in changing and challenging environments, demonstrate passion for ever-improving outcomes and are comfortable innovating with new technologies. S/he will demonstrate the diplomacy and interpersonal skills to engage public sector systems strengthening with the Ministry of Health. The Health Director will have excellent business development skills and experience in maintaining partner relationships. S/he will effectively lead diverse teams, mentor leaders and hold all staff to high levels of professional accountability. S/he will make clear, honest and effective written and verbal communication a priority in all situations. Experience in West Africa is preferred.

Accountability



The Public Health Director reports to the respective Country Director; works within standards set by the COO, CFO, CLO and Technical Directors and collaborates extensively with grant writers, fundraising and M&E roles.

The Public Health Director is accountability to local authorities, standards guiding international humanitarian work and effective safe-guarding protocols; while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of projects.

Qualifications

- Masters in Public Health degree or equivalent experience in international public health.
- Experience with market-based approaches and / or public sector systems strengthening.
- At least 7 years of progressive management experience in humanitarian programs.
- Evidence of innovative initiatives and competence in deploying new technologies.
- Evidence of business development skills.
- Experience West Africa is preferred.
- Experience with program budget and financial management skills.
- Willingness to serve a five-year commitment to the role.

Equal Opportunity Employer

WHI actively seeks out diverse backgrounds, perspectives, and skills. WHI is committed to an environment of respect and psychological safety where equal employment opportunities are available to all.

Compensation

- One-year fixed term contract subject to renewal.
- Salary range of USD 45,000 – 70,000 based on experience and compensation history.
- International health insurance for the employee and dependents.
- Travel to posting and annual home leave for employee and dependents.
- All necessary visa and work permit required for the role.
- Dependent education allowance.
- Funded opportunities for continuing education.