

## Health Workforce Specialist

**Position Summary:** ICAP at Columbia University seeks experienced and qualified experts to serve as a Health Workforce Specialist for several proposed CDC-funded projects related to improving and protecting global health security (GHS) through developing capacities of government health ministries, institutions, and local partners; strengthening health information and surveillance systems and promoting initiatives that support International Health Regulation core competencies. ICAP is recruiting multiple Health Workforce Specialists who will oversee all aspects of the workforce strategy development and implementation for the CDC-funded projects. Reporting to the Project Director, s/he will provide strategic leadership, guidance, expertise, and technical support, and be responsible for the overall development, implementation, and management of the workforce development approaches and initiatives for the CDC-funded project. The incumbent will work with health professionals, educational institutions, local organizations and governments, and other key stakeholders to support in-service training and professional development activities. S/he will also be responsible for ensuring that an adequate supply and skill-mix of health professionals meet the current and outbreak needs.

The Health Workforce Specialist positions will be based in the Democratic Republic of Congo, Kenya, Nigeria, Sierra Leone, and Tanzania. The positions are subject to a successful funding application and final approval by the CDC.

### Major Accountabilities:

- Leads the design, implementation, and management of evidence-based and effective approaches to build the competencies of various human resources for health (HRH) cadres to fulfill relevant core competencies and increase the number of trained human resources in the relevant animal and human sectors.
- Establish and implement a comprehensive Public Health Workforce strategy for both animal and human sectors for prioritized diseases, working in close collaboration with stakeholders in animal and human health.
- Oversee the design and planning of health workforce initiatives at the district, provincial, and national levels to develop and implement data-driven strategies that improve workforce development.
- Identifies appropriate project outcomes, develops data collection systems for monitoring HRH and measuring project performance, and contributes to the development of format evaluations of capacity-building project impact in preparation for the transition of program responsibilities to local partners.
- Manages technical assistance activities to sustain a robust HRH workforce, planning according to quality data to improve health outcomes and supports activities aimed to increase the availability of high-quality data to inform decision making.
- Provides insight and expert technical support to improve recruitment, allocation, redistribution, and retention of healthcare workers (HCW).
- Leads the development and implementation of an HRH performance management plan that promotes continuous program quality improvement and ensures the quality and sustainability of all initiatives.
- Liaises with technical experts, project partners, and technical and project implementation staff to develop capacity building resources and work plans.
- Develops competency- and evidence-based health workforce development materials, including training tools, slides, exercises, and manuals, and e-learning opportunities.

- Supports the creation of communities of practice and knowledge to promote local sustainability and knowledge management.

**Education:** An advanced degree in public health, human resources, public administration, health education, or related fields.

**Experience, Skills, and Minimum Qualifications:**

- At least 7 years of progressive experience in national/international infectious disease HRH, training, workforce development, and capacity building at national or global levels. At least 5 years of which were spent in a senior project leadership role.
- Extensive experience performing human resource needs assessments, developing and reviewing various HRH strategic plans, involvement in the design and implementation of task sharing policy, facilitation of training in capacity building of health care professionals.
- Experience working in international health or development organizations or projects related to any or all of the following: global health security, HRH, global health programs through health systems strengthening, integrated health service delivery, capacity building, strategic health information system strengthening, surveillance, emergency response, in resource-limited context.
- Experience with governmental recruitment and deployment processes, and demonstrated knowledge of various HRH tools.
- Extensive knowledge and understanding of national, regional, and international public health issues.
- Demonstrated competence working within CDC or agencies with similar regulations and procedures.
- Experience working with country ministries of health, ministries of education, health workforce councils and associations, and other local stakeholders in the implementation of capacity building programs for HIV prevention, care, and treatment services.
- Demonstrated experience developing training curricula and materials for use in low-resource settings.
- Proven experience in establishing working relationships and collaborating with the U.S. government, other bilateral or multilateral donor agencies, and with host-country governments.
- Proven ability to write technical reports and program documents and deliver presentations.
- Fluent English oral and written communication skills.
- Willingness to travel regionally/locally or overseas approximately 40% of the time.