

Human Resources for Health (HRH) Lead

Position Summary: The Human Resources for Health (HRH) Lead will provide strategic leadership, guidance, and expertise for technical support for all HRH-related activities for ICAP's proposed CDC-funded project *Technical Assistance to Government of Tanzania (GOT) and Public Health Institutions (PHIs) toward Sustained Health Systems Strengthening in Tanzania under the Global Health Security Agenda and PEPFAR (CDC-RFA-GH20-2063)*. The HRH Lead will provide support for the acceleration of evidence-based HIV prevention and treatment program implementation, including capacity building and training activities.

This position is subject to a successful funding application and final approval by the CDC.

Major Accountabilities:

- Oversee the design and planning of capacity-building technical support projects, including development and deployment of needs assessments from key stakeholders, implementation and improvement of ongoing capacity building, training and mentorship programs, and the development and implementation of evidence-based capacity building and performance improvement initiatives.
- Manages activities aimed to increase the equitable distribution of healthcare workers (HCW) for the provision of quality HIV services.
- Leads technical assistance activities to sustain a robust HR workforce, planning according to quality data to improve HIV and other health outcomes.
- Supports activities aimed to increase the availability of high-quality data to inform decision making on HR planning, policies, and implementation processes.
- Provides insight and expert technical support to improve recruitment, allocation, redistribution, and retention of HCW.
- Ensures increased in-country capacity of health systems to provide patient-centered care and improved health outcomes.
- Oversees the implementation of capacity-building projects, including developing work plans and project activities, and captures and disseminates lessons learned.
- 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.
- Liaises with technical experts, project partners, and technical and project implementation staff to develop capacity building resources and work plans.
- Ensures and supports the creation of resource materials and curricula, including training tools, handouts, exercises, and participant manuals reflecting current standards in HRH.
- Engages with local stakeholders to ensure the appropriateness of project activities.
- Identifies optimal and cost-effective platforms for the multi-site, region and multi-country training, including web-based, e-learning and other remote learning opportunities.
- Supports the creation of communities of practice to promote sustainability.

Education: An advanced degree in public health, human resources, education, or related field.

Experience, Skills, and Minimum Qualifications:

- A minimum of ten years of experience in public health, preferably HIV program implementation, instructional design, training, and mentorship design and implementation, or human resources.
- Extensive experience performing HR need 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, including MOH staff, designing and implementing retention plans, e
- Experience with governmental recruitment and deployment processes.
- Demonstrated knowledge of various HRH tools.
- 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.
- Extensive experience developing training curricula and materials for use in low-resource settings.
- Written and spoken English proficiency.