



Position Title: Deputy Country Director of Programs (1 position)

Reports to:	Country Director
Supervises:	Technical Director; Strategic Information Director
Job Location:	Dar es Salaam
Employment Type:	Full-time
Travel:	Up to 30% in intervention districts outside of job location

Overall Job Function:

Beginning in October 2021, through a new five-year cooperative agreement with PEPFAR funding from the Centers for Disease Control and Prevention (CDC), ICAP is supporting comprehensive implementation of HIV prevention, testing, care and treatment, lab, and VMMC interventions at the community and facility levels in Mwanza region in Tanzania. Named the FIKIA+ Project, this project aims to accelerate, expand, and improve the quality of HIV prevention, care, and treatment in order to meet UNAIDS 95-95-95 targets in intervention districts. Under the guidance of the Country Director, the Deputy Country Director of Programs (DCDP) provides programmatic and technical leadership and direction for the FIKIA+ Project and other programs which are currently supported by over 120 full time ICAP staff in Tanzania.

By directly overseeing the work of the Program/Technical and Strategic Information (SI) Units, the DCDP ensures that all diverse programmatic goals and objectives are met and that decisions are data driven. S/he is responsible for leading ICAP's work to support and strengthen effective, high-quality health systems at ICAP-supported facilities and communities in Tanzania and build health care worker capacity to deliver critical health care services. S/he conducts regular organizational assessments to identify resource gaps and leads efforts to develop and implement course-corrective strategies to ensure achievement of program goals, targets and adherence to timelines, avoid duplication of efforts and ensure efficiency in program implementation. S/he liaises closely with donors, the Ministry of Health (MOH) at national and subnational levels, other host-government entities, civil society groups, and ICAP staff within the region and at headquarters (HQ), as needed, to ensure ICAP in Tanzania's strategies, technical work plans and budgets are aligned with donor expectations, national priorities, and ICAP's organizational strategies and approaches. The DCDP holds a senior leadership position and is expected to effectively represent ICAP at national, regional and global consultations, meetings, and conferences.

Specific Responsibilities and Duties:

- In close collaboration with the Country Director, provide strategic direction and oversee the implementation of ICAP's programmatic/technical and SI work in Tanzania
- Lead ICAP's programmatic and technical work supporting the government of Tanzania to implement high quality HIV prevention, care and treatment and other health care services by providing oversight, support and supervision to ICAP's technical teams.
- Directly supervise technical and SI Unit Directors.
- Ensure cross-collaboration among technical units, operations units and ICAP HQ leadership and staff to develop, implement and monitor strategies, processes, tools and systems required for successful project implementation.
- Serve as a resource for the MOH to develop and revise clinical policies, protocols and program evaluations, and to develop new and/or expanded programs for the care and treatment of HIV.

- Lead ICAP technical teams in the use of data for monitoring and evaluation and programmatic decision-making.
- Guide the development of materials related to HIV prevention, care and treatment, including clinical guidelines, protocols, algorithms, drug formularies, training materials, and monitoring and evaluation tools.
- Manage and coordinate technical inputs for reports and data submissions and ensure that all reports are of high quality and developed in a timely manner for submission to ICAP HQ, to donors and to the host country government.
- Work closely and in collaboration with other partners to maximize partnership strengths and effectively collaborate to implement program goals.
- Communicate proactively and regularly with key contacts at leadership and staff levels within ICAP HQ
- Represent ICAP at key technical meetings with MOH, donors, and other HIV clinical partner organizations.
- Guide collaboration with sub-grantees to plan, implement and monitor collaborative activities.
- Act in the Country Director's stead in her/his absence.
- Performs any other tasks as assigned by supervisor.

Qualifications, Knowledge, and Skills:

- **Required Education:** Doctoral level degree in medicine, public health, tropical medicine, epidemiology, health management or related field (e.g. MBBS, MD, PhD, DrPH)
 - **Preferred:** Additional public health degree (e.g. MPH)
- **Required Technical Experience:** Minimum 10 years of experience advising, managing and implementing complex international public health programs in low resource settings focused on health facility-based programs for HIV care and treatment.
 - **Preferred:** Experience in sub-Saharan Africa with PEPFAR funded initiatives and clinical experience in HIV care and treatment
- **Required Managerial Experience:** Minimum 7 years' experience at a senior management level, directly supervising a multidisciplinary team of at least ten staff and working in a team-based environment functioning as part of a technical assistance team.
- Demonstrated experience working successfully with Ministries of Health and within multi-cultural environments, successfully managing a team of technical professionals.
- Demonstrated experience in detailed scientific data analysis and demonstrated track record in public health research and publications.
- Excellent grasp of clinical issues and current literature in HIV treatment.
- Demonstrated and successful experience providing clinical training and mentorship as technical assistance to teams.
- Strong understanding of rules and regulations common to international and US Government-funded health and development programs.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum)
 - **Preferred:** Proficiency with statistical software such as SAS and SPSS.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends and travel frequently outside of duty station.

APPLICATION INSTRUCTIONS

Please visit our website at <https://icapacity.icap.columbia.edu> for application deadlines and submit your application through the online portal prior to the deadline. Completed applications will be reviewed on a rolling basis. Furthermore, only short-listed applicants will be contacted.