



**Executive Brief:**  
**Country Director, Angola**  
**ICAP**



**SRI Executive**  
Search & Consulting



# About ICAP

Based at Columbia University with operations in more than 40 countries, ICAP is a leader in global public health, internationally known for tackling the world's toughest health challenges—from HIV to tuberculosis, from malaria to maternal and child health, and the growing problem of non-communicable diseases, and most recently, the COVID-19 pandemic. Through innovative research, collaborative technical assistance, and a focus on strengthening health systems, ICAP helps to create better, more accessible health services to reduce the burden of illness on people and communities. A beacon for inspiring change, ICAP disseminates knowledge and best practices to inspire better population health worldwide.

ICAP's pioneering approach was inspired by the experience of Dr. Wafaa El-Sadr and her colleagues in the New York City community of Harlem, where HIV had been rapidly spreading and causing immeasurable suffering.

Originally called the International Center for AIDS Care and Treatment Programs, ICAP quickly engaged in the global HIV response, enabling the successful scale-up of HIV care and treatment in some of the most resource-challenged countries in the world. The immediate results galvanized the global health community.

**Mission:** ICAP transforms the health of populations through innovation, research, and global collaboration.

**Vision:** Healthy people, empowered communities, thriving societies.

You can find more information about ICAP on their website: <https://icap.columbia.edu>



# Role Purpose

Reporting to the Chief Operating Officer of ICAP at Columbia University, the Country Director serves as ICAP's primary representative in Angola and provides strategic leadership and direction for ICAP's entire program of research, technical assistance, and training in the country. The Country Director is responsible for managing the technical, programmatic and operational aspects of the program to achieve optimal use of human, financial and physical resources and for full compliance with donor regulations and requirements and University policies.

As the lead representative of ICAP in Angola, the Country Director develops and maintains collaborative working relationship with the Government of Angola and effectively represents ICAP and its work to the government, CDC, USAID, PEPFAR, and other implementing partners.



# Major Duties and Responsibilities

- Provides strategic leadership to the design and implementation of all ICAP activities in the country.
- Oversees program planning, monitoring, reporting and evaluation.
- Ensures optimal use of human, financial, and physical resources to achieve project milestones, technical quality standards, objectives, deliverables and targets.
- Oversees and coordinates the successful completion of planning and budgeting requirements.
- Provides effective oversight of all financial and administrative functions in the Angola country office, leading to efficient, effective, sufficient and appropriate administrative support to all projects.
- Ensures that all activities are undertaken in full compliance with ICAP standard operating procedures, Columbia University and donor policies and regulations, and national policies and laws.
- Develops and maintains highly collaborative working relationships with representatives of the Angolan Government, academic institutions, donors, and other implementing and collaborating partners.
- Ensures documentation and dissemination of findings, impact, innovations, and lessons learned.
- Leads in-country efforts for development and acquisition of new resources and donor commitments.
- Perform other related duties, as assigned.





## Profile

- Minimum ten years of experience managing large international public health or human development programs with at least five years leading public health programs in resource limited settings.
- Demonstrated experience in HIV/AIDS program development, implementation and monitoring in resource-limited settings.
- Demonstrated knowledge of technical content areas relevant to the current projects of ICAP in Angola.
- Proven record of leading donor-funded projects that consistently meet objectives and targets and do so on-time and within budget.
- Demonstrated record of success working on or leading health and development projects supported by the US Government, PEPFAR, CDC, USAID, the UN system agencies, foundations, and other bilateral donors.
- Demonstrated knowledge of rules, regulations and requirements of USG and other major international donors.
- Demonstrated experience and skills in public health diplomacy, negotiations and cross-cultural communications.
- Excellent oral presentation and writing skills in English and Portuguese.

- Demonstrated ability to identify, analyze and resolve problems, constraints and issues relevant to project implementation and performance.
- Proven ability to lead, manage and mentor a culturally diverse team operating in a complex environment.

### **Education**

- MBChB / MD (or international equivalent), PhD, MPH, or other relevant advanced degree in the fields of public health or international development.

### **Experience, Skills & Preferred Qualifications**

- In-depth knowledge of Angola public health sector and national and provincial health systems.
- Demonstrated experience overseeing the design and implementation of research studies, public health evaluations, and training and education programs.



# Terms of Appointment

## Base Salary

- \$ 130,000 to \$ 150,000 per annum plus benefits

## Travel Requirements

- Frequent domestic travel (at least 5 days per month) and 1-2 international trips annually.

# Role Location

Luanda, Angola



# How to Apply & Key Steps in the Process\*

SRI Executive is exclusively retained by ICAP to undertake this assignment.

- If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation, as soon as possible and no later than **05 July 2024** to [ICAP-CDA@sri-executive.com](mailto:ICAP-CDA@sri-executive.com).
- All information will be treated in the strictest confidence. Applications will be reviewed as they are received and we will revert to you as soon as possible.
- During the recruitment process, should you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or Microsoft Teams screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate “fit” (technical and behavioural) for you and ICAP.
- Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to ICAP for further review. Suitable candidates to take forward for first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.





- First-round interviews will be conducted by video-conference. Based on the outcome of first round interview, successful candidates will be invited to participate in a second-round video-conference.
  - Please be aware that this appointment will require that you provide us with contact information of three people who are willing to act as a referee, including former direct reports. We will not contact these individuals without your expressed permission.
  - After you meet with ICAP, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer and that the offer will be subject to a reference from your current employer.
- \* Please note that this process may be subject to some change.





## About SRI Executive

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specialising in International Development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact.

We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioural and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change.

In enhancing the capability, capacity and resilience of mission-driven organisations around the world, we know it comes down to people.



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### Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.