



April 2018

## Make your mark. Impact quality health care in Africa.

LifeNet International (LN) is recruiting a **Malawi Country Director** to establish our work improving health outcomes in our partner health facilities in Malawi.

LN is a nonprofit organization that creates innovative solutions for the everyday health challenges facing East Africa's poor. In 2012, LN launched a conversion franchise network in Burundi, East Africa to build the capacity of local faith-based clinics and hospitals through nurse training, management training, growth financing and medicine supply. We have rapidly expanded to a network of over 100 partner facilities in Burundi, Uganda and the D.R. Congo. In 2018, LN will continue to scale up current country programs and launch operations in Malawi. Our goal is to improve clinical performance 50% within 24 months of partnership, but we regularly see performance double in that time. In addition, LN aims to help clinics achieve financial sustainability through our medicine supply and equipment financing. Our vision is to double the quality of care received at 20,000,000 patients visits in 1,000 franchised clinics operating in 10 African countries.

Burundi, Malawi, Uganda, and the D.R. Congo have the lowest human development ratings given by the UNDP. In Burundi, 10% of children die before the age of 5; in Malawi, Uganda and the D.R. Congo, child mortality is 5.2%, 6.9% and 11.5%, respectively. Doctors in these countries are largely concentrated in a handful of urban areas where less than 15% of the population lives. The rest of the population depends upon community health centers that often struggle to provide even the most basic care and medicines. LN aims to make significant and sustainable improvements to quality of care in these health centers through our conversion franchise model.

### JOB DESCRIPTION

The Malawi Country Director will build on the initial launch of operations in Malawi and have responsibility for program objectives, partnership management, local and regional fundraising, recruiting, and day-to-day operations. The ideal candidate is mission-driven, organized, reliable, resilient, personable, high capacity, and a self-starter. The position reports directly to LN's Executive Director and is based in Lilongwe.

#### **Purpose**

- Build on and solidify LN's country functions and administration
- Strategically lead, develop and direct the implementation of all aspects of LN Malawi to ensure high program quality and high impact in the field.
- Be accountable for all of aspects of LN's work in the country.
- Represent LN to all donors, project partners, other LN offices and divisions, local and national government, regional bodies, church representatives and nongovernmental organizations.
- Provide leadership, strategic direction and support in the development and implementation of an effective local resource development strategy.

#### **Spiritual Leadership**

- Ensure that the office represents Christ well in all activities in a manner appropriate in the country context, with a reputation for integrity, stewardship, and humility

- Model a high standard of personal Christian leadership and integrity through life-style and work relationships, and provide spiritual guidance to staff on LN Mission, Vision, and Values
- Participate in and lead regular prayer or devotional meetings

***Strategic Leadership and Results Management***

- Ensure there is a documented annual country strategy and quarterly action plans with clear, measurable short-term and long-term targets, and that these are aligned with LN International strategies and goals
- Facilitate and be accountable for execution and monitoring of strategy to a standard of excellence, reporting regularly on progress to Executive Director (ED)
- Responsible for collection and reporting of all KPIs, results, and stories at country and program levels
- Report country KPIs and financials monthly and quarterly in a written report to ED

3001 Mercy Drive  
Orlando, FL 32808  
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[www.LNinternational.org](http://www.LNinternational.org)

***Representation and Partnership Management***

- Engage and build strategic alliances with appropriate local government bodies, major donor agencies, other NGOs, churches, and media
- Manage LN health facility partnerships including regular meetings with church leadership, bishops and head pastors, partnership agreements, and new partnership development
- Visit partner clinics frequently to encourage, build relationships, and maintain vision
- Ensure that LN brand becomes a mark of health care quality and is well-respected
- Increase and develop strategic alliances with other organizations to facilitate funding bids
- Initiate and keep all LN country registration and other MOUs and documents up to date
- Actively seek local and regional funding opportunities

***Country Team & Operations Management***

- Promote LN's mission, vision, and values and ensure they are the foundation of LN strategies and work
- Responsible for all LN Malawi full-time and part-time staff
- Approve all program schedules and coordinate across programs
- Budget efficiently, analyze financials, and ensure proper accounting, financial procedures, and tax obligations are fulfilled
- Ensure compliance with local laws and standards and represent LN in court if necessary
- Responsible for all LN assets in country
- Responsible for monitoring security situation, implementing and updating LN Security Protocol, and participating in collaborative security meetings (OSAC/UN, etc.)
- Responsible for day-to-day administrative and operations tasks, as necessary
- Initiate staff capacity development or training as necessary
- Support initiatives for member care and well-being

***Pilot (YR1) Leadership and Program Development***

- Ensure new staff alignment with LN's vision, values and strategies
- Ensure good understanding and buy-in from new health facility partners
- Adhere to and adjust the pilot action plan and budget as necessary, as well as manage implementation
- Analyze pilot data for program re-design and adaptation



## QUALIFICATIONS

- Commitment to and passion for LifeNet's vision and mission
- Experience in leadership positions in either for-profit or nonprofit organizations; demonstration of leading a team to accomplish results
- Demonstrated experience in relationship management
- Strong written and oral communications skills in English required; local language is a plus
- Demonstrated budget management experience
- Exceptional academic performance
- Postgraduate degree in international development, business, public health or relevant field, preferred
- Ability to travel internationally and domestically 50-75% of time
- Alignment with LN's Christian identity and mission philosophy and ability to work with all denominations
- Minimum 2-year commitment; available starting 1 July 2018

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## COMPENSATION AND BENEFITS

- Competitive salary
- Health insurance
- Roundtrip ticket to return home once per year
- Work visa
- Annual paid time off
- Member care coaching
- Use of LifeNet vehicle

## APPLY

Please review the full job description and submit a cover letter, resume, and contact information with two references to [recruiting@LNinternational.org](mailto:recruiting@LNinternational.org) with "Malawi Country Director" in the subject line.

\*LN is both an equal opportunity employer and a faith-based religious organization. This means that we conduct hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, membership in any labor organization, political ideology, or disability of an otherwise qualified individual.

\*\*Pursuant to the Civil Rights Act of 1964 Section 702 (42 U.S.C. 2000e 1(a)) LN has the right to and does hire only candidates who agree with LN's Statement of Faith.