

Vice President of Programs

Job Description and Qualifications

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INTRODUCTION

LifeNet International's **Vice President of Programs** is a global health champion who will lead, strengthen, and grow LifeNet's programs with a goal of substantially improving the health and well-being of millions of Africans.

LifeNet (www.lninternational.org) is a US-incorporated, nonprofit organization that develops innovative solutions for common health challenges facing the poor and vulnerable in Africa. In 2012, LifeNet launched a conversion franchise network in Burundi, East Africa to build the capacity of local, faith-based health centers to achieve dramatically improved outcomes in medical care, business management, financial sustainability, and pharmaceutical supply. Since that time, LifeNet has rapidly expanded this capacity-building model to a network of over 150 partner medical facilities in Burundi, Uganda, D.R. Congo and Malawi.

While this rapid growth of LifeNet coverage is encouraging, millions of people remain in need of quality healthcare in Africa. To address this challenge, LifeNet is pursuing an aggressive 10-10-10 vision that will dramatically grow our impact in sub-Saharan Africa by 2023. This 10-10-10 vision includes: 1) expanding to 10 countries of operation, 2) reaching \$10 million in annual revenue, and 3) improving the quality of care for 10 million patient visits every year. LifeNet's strategy for achieving its 10-10-10 vision is to become the go-to organization for strengthening faith-based medical centers in Africa while growing our fundraising strategy to fund this expanding impact in the region. The Vice President of Programs will play a lead role in achieving this 10-10-10 vision.

JOB DESCRIPTION

The Vice President of Programs is a senior leadership position acting as the resident global health champion leading the development, management and growth of high-quality programs. The role is that of a program designer and developer that will move LifeNet into new health program areas within the scope of our vision, mission, and values. The VP of Programs is also a researcher who will track trends and evidence and promote best practices in health service innovation and entrepreneurship. Most

importantly, the VP of Programs will be a leader who ensures that LifeNet’s work transforms African health systems to provide quality, sustainable care to millions of people in need. The position reports to LifeNet’s President and is based in Washington, DC. Positions reporting to the VP of Programs are the four country directors of the field operations (Burundi, Uganda, DRC, and Malawi) and the monitoring & evaluation team leader.

Key Areas of Focus

Be the impact champion. LifeNet looks to you to drive impact and provide evidence of change. You will promote and incorporate best practices in LifeNet’s programs and will have your finger on the pulse of public health programs worldwide.

Lead program strategy. You will provide thought leadership and craft program strategy in existing countries as well as lead expansion into new countries.

Ensure program excellence. Learning from country data, you will lead program and staff development to deliver sustainable results in healthcare. As LifeNet expands, you will ensure that our research is rigorous and our data is reliable. You will manage the M&E team and grow the organization’s capacity to mine and use data to demonstrate results.

Spark innovation. You will lead health program innovations – prompting ‘out of the box’ thinking and health program experiments. As the lead technical expert in LifeNet, you will ensure that our health programs are cost-effective, scalable, and replicable.

Write and research with rigor. You will develop and oversee operational research studies and impact evaluations. You will help analyze data and ensure that we use it to improve programs. Your team will write articles in peer-reviewed journals on health service delivery and relevant topics as well as LifeNet’s innovative programs.

Lead and develop field country teams. You will lead the country directors in executing program strategy and adapting their programs to reflect the latest evidence of what works in public health. You will coach, mentor, develop, empower and direct LifeNet’s country directors.

Influence peers and partners. You will represent LifeNet in relevant technical working group meetings, conferences, and global fora and contribute to global community health standards and protocols. You will build close relationships with other health systems

technical experts at foundations, academic institutes, international and national NGOs, African faith-based health organizations and government bodies, international organizations such as WHO, UN, and other global health organizations.

Specific Areas of Responsibility

Strategic Leadership and Results Management

1. Ensure there is a documented annual program strategy, theory of change, and quarterly action plans with clear, measurable targets, and that these are aligned with LifeNet's international strategies and goals
2. Facilitate and be accountable for execution and monitoring of strategy to a standard of excellence, reporting regularly on progress
3. Oversee the M&E team in the collection and reporting of all KPIs, results, and stories at country and program levels
4. Report program results

Representation and Partnership Management

1. Engage and build strategic technical alliances with appropriate government bodies, major donor agencies, academic institutions, other NGOs, church networks, and media
2. Manage broad, cross-cutting health systems partnerships with churches, network leadership, and other strategic partnerships, including new partner development
3. Visit program partners regularly to encourage, build relationships, and maintain vision
4. Ensure that the LifeNet brand becomes a mark of health care quality, representing the best of evidence-based practice
5. Develop strategic program alliances with other organizations to increase effectiveness and resources

Programs & Operations Management

1. Promote LifeNet's vision, mission and values and ensure they are the foundation of programmatic strategies and work
2. Lead and manage LifeNet country directors, M&E team leader, and other program leaders
3. Approve all program schedules and coordinate across programs

4. Approve country budgets and monitor country office financial health, ensuring proper accounting, financial procedures, and local tax obligations are fulfilled in countries of operation
5. Ensure compliance with local laws and standards
6. Be responsible for assessing risk, monitoring security situations, and implementing and advising on LifeNet security protocols and policies in the field countries
7. Ensure compliance for the safeguarding of LifeNet assets in field countries
8. Support initiatives for field country member care and well-being

Research and Program Impact Direction

1. Research and stay up to date on the latest evidence in relevant program areas
2. Develop and oversee operational research studies and impact evaluations
3. Lead M&E and other program teams to analyze program data and use it to improve programs
4. Increase LifeNet's thought leadership exposure and establish LifeNet as experts in the field by seeking opportunities to write articles in peer reviewed journals on health service delivery and relevant topics as well as LifeNet's innovative programs.

New Program Leadership and Development

1. Ensure new program initiatives align with LifeNet's vision, mission, values and strategies
2. Envision, model, and initiate new country and program expansion
3. Lead the thought and program approach for funding proposals
4. Contribute to new grant proposals through building partnerships, program design, writing of programmatic components, and other activities as needed
5. Build new teams to accomplish new program initiatives
6. Ensure good understanding and buy-in from new country health facility partners
7. Adhere to and adjust new initiative action plans and budget as necessary, as well as manage implementation
8. Analyze all new initiative data for any program re-design and adaptation

Spiritual Leadership

1. Invest in the spiritual growth of field country teams
2. Encourage field country staff to demonstrate Christian values and behaviors in their work, with focus on integrity, good stewardship, and humility

3. Model a high standard of personal Christian leadership and integrity through lifestyle and work relationships, and provide spiritual guidance to staff in alignment with LifeNet’s vision, mission, and values
4. Participate in and lead prayer and devotional meetings

QUALIFICATIONS

- Commitment to and passion for LifeNet’s vision and mission.
- Master’s Degree or higher in Public Health, Health Administration, Health Science or other relevant field. MD/DO/PA/NP/RN degrees are a plus.
- Minimum of three years of relevant health program management experience in the developing world, preferably in Africa.
- Minimum of three years of senior program management experience at headquarters level. Demonstration of leading a team to accomplish results.
- Substantial experience in the development of successful grant proposals, strategic partnerships, and health program design, implementation, monitoring and evaluation.
- Experience in health program grants development and management, including program design, budget preparation, financial management, monitoring and evaluation, and reporting, preferably with professional foundations and governments (especially USAID and CDC/PEPFAR).
- Experience in building the capacity of partners, preferably faith-based health centers.
- Experience with successful new business development focused on public and private donor funding.
- Strong written and oral communication skills in English required, with French also preferred.
- Willingness and ability to travel internationally and domestically
- Alignment with LifeNet’s Christian identity and mission philosophy and ability to relate to and work with all Christian denominations.

**LifeNet is both an equal opportunity employer and a faith-based religious organization. In this regard, LifeNet conducts 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), LifeNet has the right to and does hire only candidates who agree with LN’s Statement of Faith*