

Technical Director, Capacity Strengthening

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Company: FHI 360

Location: Kampala

Category: other-general

Technical Director, Capacity Strengthening

USAID Uganda SBC project

Job Summary:

The Technical Director, Capacity Strengthening (CS), will oversee the capacity and institution strengthening portfolio of work and direct the provision of technical assistance and training support to public and private organizations in an array of technical areas including SBC, research and M&E, organizational development, leadership and coordination, and multiple focal health issues. Lead in directing capacity and institution strengthening efforts assisting partners in developing and implementing comprehensive SBC activities at national, regional, district levels with the GOU and other partners. Based in Kampala, this position is contingent on funder approval of key personnel and availability of funds.

Accountabilities:

Design strategies and tools to guide the Activity's capacity and institution strengthening activities with the GOU, civil society partners, and USG partners.

Lead the design, delivery and monitoring of technical assistance plans to strengthen partners ability to design, implement, and evaluate evidence-based SBC, in leadership and coordination, and around related areas, such as research and M&E and on focal health SBC areas.

Support the GOU and training institutions, in collaboration with the other USG partner projects, to strengthen trainings for community health workers and providers, including

designing tools for supportive supervision.

Provide support to the Ministry of Health in achieving its health promotion goals at national, regional, and district levels, including institutional support to strengthen HR and SBC intervention coordination and monitoring.

Assess organizational systems and SBC capacity and develop tailored technical assistance plans with selected partners.

Work closely with Activity partners to design and implement high quality pre- and in-service training courses related to SBC with opportunities for practical skills application.

Manage teams of capacity strengthening staff and a technical assistance consultants across locations, ensuring a 'one project' approach.

Ensure the staff and partner CS efforts are coordinated and conducted in accordance to plans.

Build GOU and staff capacity, including that of partners, to take on greater capacity and institution strengthening roles as part of their scopes of work.

Guide and monitor implementation of activities to achieve the goals of the project, ensuring that required inputs are in place on time.

Report on progress made against technical assistance plans, as requested.

Promote sustainability of project activities with effective networking, coordination, and linkages to other programs, partners and counterparts, capacity building of project staff, and institutional strengthening of implementing partners and community-based organizations.

Contribute to work plans, quarterly and annual reports, financial reports, and other reports and papers summarizing project results and evidence.

Serve as the technical lead and key CS technical point of contact for partners, including participation in technical meetings, conferences, and coordination platforms.

Direct and guide technical staff with training and developing process improvement initiatives to ensure compliance with FHI 360 standards.

Support performance management and professional development of direct reports, including ongoing feedback, coaching and career support.

Identify and consult with executive management on technical recommendations to make better business decisions.

Perform other duties as assigned.

Applied Knowledge & Skills:

Comprehensive knowledge of concepts, practices, and procedures with project management and CS technical development.

Excellent and demonstrated organizational and problem-solving skills.

Excellent and demonstrated project management and CS technical skills.

Ability to influence, motivate, negotiate and work well with others.

Ability to exercise judgment within generally defined practices and policies in selecting methods and techniques for obtaining solutions.

Comprehensive knowledge of CS concepts, innovations, and practices.

Proven ability to ensure that budgets, schedules, and performance requirements are met.

Excellent and demonstrated leadership skills.

Excellent critical thinking and problem-solving skills.

Excellent oral and written communication and analytical skills in English.

Problem Solving & Impact:

Works on problems of complex scope and require in depth evaluation of issues and assessment of intangible factors.

Exercises judgment within broadly defined practices and policies to select methods and techniques for obtaining results.

Decisions made generally affect overall success of functional, division or company operations.

Problems encountered are complex, highly varied and require considerable judgment to obtain results.

Erroneous decisions may result in critical delay(s) in schedules.

Supervision Given/Received:

Direct supervision of a team of Technical Advisors and Technical Officers.

Leads and directs staff to achieve strategic Activity goals.

Coordinates with project leadership to set budgets, goals, and develops procedures and training for project.

Develops and recommends project management solutions.

Reports to Chief of Party.

Education:

Master's Degree or its International Equivalent in organizational development, public health, education, social science or a related field.

Project Management (PM) Certification preferred.

Experience:

Minimum of 12+ years of relevant technical/project management experience (including 8+ years of leadership and/or line management experience) in progressively increasing responsibility in design and managing complex, large capacity and institution strengthening programs in developing countries involving multiple stakeholders.

Strong understanding and previous experience working with, advising and providing capacity strengthening to the Government of Uganda and Ugandan non-governmental organizations. organizations/civil society organizations (NGOs/CSOs) and private sector organizations.

Demonstrated knowledge of capacity strengthening methodologies at the system, organization, and individual level.

Demonstrated experience working with the Government of Uganda, NGO/CSOs and media, private and public sector and other stakeholders preferably in SBC related areas.

Professional training and experience with adult learning methods, training or facilitation, organizational capacity assessments, mapping and planning.

Strong understanding and expertise in SBC.

Knowledge of USG Health initiatives and related reporting requirements and funding parameters.

Excellent oral/written communication skills in English and one or more additional languages a plus.

Demonstrated track record of achieving results in a development context and working in teams and fostering partnerships, including private sector.

Demonstrated ability to create and maintain effective working relations with host country government personnel, stakeholders, NGO partners, and international donor agencies.

Proven ability to work as an effective team member.

Ability to set priorities while multi-tasking and meet deadlines.

Typical Physical Demands:

Typical office environment.

Ability to spend long hours looking at computer screen and doing repetitive work on a keyboard.

Ability to sit and stand for extended periods of time.

Ability to lift/move up to 5 lbs.

Technology to be Used:

Personal Computer/Laptop, Microsoft applications (, Office 365, SharePoint, Skype/Zoom/Teams), cell phone/mobile technology, and standard office equipment.

Travel Requirements:

10% to 25%

10/31/2023

This job posting summarizes the main duties of the job. It neither prescribes nor restricts

the exact tasks that may be assigned to carry out these duties. This document should not be construed in any way to represent a contract of employment. Management reserves the right to review and revise this document at any time.

FHI 360 is an equal opportunity and affirmative action employer whereby we do not engage in practices that discriminate against any person employed or seeking employment based on race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, marital status, physical or mental disability, protected Veteran status, or any other characteristic protected under applicable law.

Our values and commitments to safeguarding: FHI 360 is committed to preventing any type of abuse, exploitation and harassment in our work environments and programs, including sexual abuse, exploitation and harassment. FHI 360 takes steps to safeguard the welfare of everyone who engages with our organization and programs and requires that all personnel, including staff members and volunteers, share this commitment and sign our code of conduct. All offers of employment will be subject to appropriate screening checks, including reference, criminal record and terrorism finance checks. FHI 360 also participates in the Inter-Agency Misconduct Disclosure Scheme (MDS), facilitated by the Steering Committee for Humanitarian Response. In line with the MDS, we will request information from job applicants' previous employers about any substantiated findings of sexual abuse, exploitation and/or harassment during the applicant's tenure with previous employers. By applying, job applicants confirm their understanding of these recruitment procedures and consent to these screening checks.

FHI 360 will consider for employment all qualified applicants, including those with criminal histories, in a manner consistent with the requirements of applicable state and local laws.

FHI 360 fosters the strength and health of its workforce through a competitive benefits package, professional development and policies and programs that support a healthy work/life balance. Join our global workforce to make a positive difference for others — and yourself.

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