

SolidarMed is a leading non-profit organization working to improve the health care of more than 2.5 million people in Kenya, Lesotho, Mozambique, South Africa, Tanzania, Zambia, Zimbabwe, and India. Working together with national partners to strengthen health systems and community capacities, we are committed to scientific evidence and policy dialogue both as foundations and objectives of our work.

SolidarMed Zambia, is looking for an energetic, dynamic, and experienced nursing professional with strong mid-to-senior strategic management and leadership experiences. This is an opportunity to scale up and showcase a proven decentralised nurse training model, to be implemented across all provinces within Zambia.

Programme Manager Nursing

Contract Type

Full time

Place of Assignment

Lusaka, Zambia

Start of Contract

1st November 2022

Programme Zambia

The current nursing project began in 2010 and was first implemented at St Luke's, in Mpanshya. It has subsequently expanded to additional nurse colleges in Luapula and Muchinga provinces. The project itself strengthens the decentralisation of clinical rotations to local health facilities, thereby allowing for increased nurse graduates and strengthened clinical training opportunities. Success, and strong working relationships with the MoH and the NMCZ, have proven this model as ideal to strengthen and grow nurse graduate numbers in Zambia.

The selected nursing program manager will strategically lead the SolidarMed nursing team in the next phase of this project. Over the next four years, the model will be scaled up to seven additional colleges, providing a presence in all ten provinces of Zambia. The implementation of the programme comprises support for human capacity building, organisational development, potential infrastructure support, support to strengthen a national blended learning offering, support for monitoring, evaluation, and research; as well as advocacy efforts to ensure recognition both nationally and internationally.

Key Responsibilities

- Ensure the nursing project team is supported to deliver to the highest standards, within expected timelines, and against available budgets
- Provide strategic leadership, and adequate risk management for the project
- Actively track, manage, and report on project objectives and deliverables; effectively prepare and utilise project work plans, log frames and budgets
- Ensure that reports and funding documents are completed timeously and written to the highest standards
- Support commissioning and management of consultants and research opportunities
- Ensure professional and ongoing stakeholder management and funder relationships; and provide support to the nursing council, MoH, college leadership and local NGOs
- Support existing and future nursing colleges to achieve program outputs and capacity-building requirements in the adoption and scale-up of the decentralised nurse training model

- Support MoH to prioritise investment in the nursing college sector, managing infrastructure needs analysis and funding opportunities to strengthen college capacity
- Ensure achievements of KPIs and effective monitoring, evaluation, and reporting at all times
- Actively participate as a senior staff team member in leading SolidarMed in Zambia as a whole

Your profile

- Mid-to-senior level experience in leading teams to deliver complex goals in a resource-constrained environment
- Strong strategic and operational planner, with experience in funder application
- Senior business or INGO experience, good donor/investor background, including experience with large donors
- Experience in setting, managing, and reporting on budgets and implementation progress
- Experience in leading scale-up of development projects, in the health sector
- Experience commissioning and managing consultants and research projects (health sector research experience preferred)
- Significant experience of working in a rural development context
- Educated to master's level in nursing or a related clinical discipline and/or an appropriate social science discipline: specific public health and business administration education is desirable
- Strong and senior background as a professional nursing or midwifery officer, working at a senior level
- Strong report writing and presentation skills
- Competent in all standard Office tools, especially Excel, PowerPoint, and Outlook

Requirements

- Knowledge of the Zambian context desired
- Able and willing to travel locally and internationally
- A valid driver's licence and ability to drive a manual 4x4
- Fluency in written and spoken English essential
- Knowledge of Zambian languages and German is a bonus

How to apply

Please email your application to zambia@solidarmed.ch citing the reference "Programme Manager Nursing", and include

- Your CV, including 3 references (max. 3 pages)
- A covering letter outlining your motivation and how you meet the requirements
- Copies of your qualifications

Please note that due to the volume of applications we receive, only shortlisted candidates will be contacted. We kindly ask you not to send in duplicate or hard copies of your CV.

Deadline for applications

15th September 2022