

Healthcare Engineering and Technology Program Director

Location: Mwanza, Tanzania

BACKGROUND

The Touch Foundation is a secular non-profit organization committed to improving the health of the Tanzanian people by strengthening their health system across the different levels of care, from tertiary hospital down to village-level facilities. We expand our impact across Tanzania by sharing our on-the-ground experience and acquired knowledge with the local and international public health community.

Based in Mwanza, the second largest city in Tanzania, we strengthen the Tanzanian health system through *Treat & Train*, an integrated healthcare and education network in the Lake Zone of Tanzania. *Treat & Train* supports the education of health professionals across several cadres (e.g. MD, nurses, lab technicians, pharmacists, MPH), and optimizes processes and improves resource-sharing across facilities at the different levels of the system, promoting efficiency in a resource-constrained setting.

We pride ourselves in applying rigorous problem solving to design initiatives that are high impact, sustainable, and scalable in the long run. We deploy our initiatives on the ground by developing extensive collaborations with local partner organizations and enabling them to play a central role in program implementation, thus creating cost-effective and sustainable solutions embedded within the existing health system. Today, Touch's key in-country partners range from tertiary facilities (i.e., the country's second largest referral hospital serving ~17 million Tanzanians and the third largest medical university graduating ~500 new health care professionals per year), to lower-level health facilities such as regional and district hospitals. We closely collaborate with key departments within the Ministry of Health and Social Welfare to ensure that our programs are aligned with the country long-term health sector strategy.

In addition, we work hand in hand with numerous international organizations such as McKinsey & Company, the World Health Organization, Vodafone Foundation, Bristol-Myers Squibb Foundation, the Peace Corps, Weill Cornell and Baylor College of Medicine, to ensure that our efforts combine the best of private and public sector approaches and expertise.

At Touch, you will join a team of highly mission-driven professionals with diverse backgrounds and experiences, ranging from management consulting to clinical medicine. You will work closely with team members across all levels and functions, becoming an integral part of our commitment to improving the population health in Tanzania.

For more information about Touch Foundation, please visit our website www.touchfoundation.org.

ESSENTIAL JOB FUNCTIONS

We are seeking an experienced Healthcare Engineering and Technology Program Director to lead the engineering department of Bugando Medical Centre (BMC), a 900 bed referral hospital in the Lake Zone of Tanzania, serving approximately one third of the country's population. The Program Director will also play a key role in shaping Touch Foundation's healthcare technology management (HTM) initiative to develop engineering services across an integrated network of hospitals in the Lake Zone, and improving healthcare engineering and technology services in the entire health system of Tanzania.

The Program Director will act as the head of the BMC engineering department, working closely with BMC leadership to improve the efficiency of engineering services, train staff and foster young leaders from within the department to ensure continuity and long term success. In collaboration with Touch leadership, the Program Director will develop the strategy and implementation plan for the HTM initiative and provide technical advisory for the implementation of the overall initiative. The HTM initiative aims at improving healthcare technology management services in the Lake Zone by linking lower level hospitals to BMC and enabling BMC's engineering department to provide services to the surrounding facilities. The initiative will also develop biomedical technician pre-service training capabilities in the Lake Zone to create a sustainable pipeline of skilled biomedical technicians, integrating the effort with other HTM training programs around the country, and set the infrastructure needed for the growth of local healthcare technology innovation. The Program Director will directly manage relationships with key donors, local and international partners, and government institutions.

He/she will work under the overall direction of Touch's Country Director located in Tanzania, and as head of the BMC engineering department will report directly to the BMC Director General. The project is expected to last up to three years before being transitioned to local ownership. Responsibilities of the role may be adapted based upon the experience of the successful candidate.

RESPONSIBILITIES AND TASKS

BMC Engineering Department Leadership

- Lead the BMC engineering department and manage all staff and related activities
- Work with BMC Director General and Touch leadership to assess key priorities and develop a midterm strategy and implementation plan to turn around the engineering department and transform BMC into a center of excellence in healthcare technology management
- Restructure engineering department organization, roles and responsibilities to improve efficiency
- Implement best practices and engineering systems to improve performance of the department
- Provide mentorship and in-service training to staff to improve their skillsets and productivity
- Foster talent within department to ensure leadership transition at the end of the intervention period at BMC

- Liaise and develop relationships with key donors and technical partners to ensure support for the initiative and secure funding for implementation

HTM Development and Implementation

- Work in collaboration with Touch, BMC and leadership from other Lake Zone hospitals to develop midterm strategy for the HTM initiative
- Provide technical advisory to Touch leadership on healthcare technology management
- Liaise with external technical partners and key stakeholders to support the development of a biomedical technician curriculum for pre-service training
- Manage relationships with donors and key stakeholders for the HTM initiative
- Coordinate with other NGOs and the private sector to share experiences and lessons learned
- Evaluate technical proposals and prospective partner qualifications
- Communicate regularly and effectively with various program partners

As job descriptions cannot be exhaustive, the Program Director may be required to undertake other duties that are broadly in line with the above key duties.

QUALIFICATIONS OF SUCCESSFUL CANDIDATE

Knowledge, Education, Skills and Experience

- Masters or Doctorate degree in relevant field (e.g. Biomedical Engineering) or equivalent demonstrated professional experience
- Minimum 15 years of relevant professional experience in leading a Biomedical and Clinical engineering department in a healthcare facility
- Experience in assessing, setting up and turning around engineering departments in healthcare facilities, preferably in Sub-Saharan Africa or in the developing world
- Experience in mentorship roles and in-service training of healthcare technicians, including developing training tools
- Experience in interdisciplinary training of clinical staff on use and maintenance of technology equipment
- Experienced in setting up performance management processes and HR resource planning
- Experience in setting up preventive and corrective maintenance systems and analyzing life cycle costs
- Experience in developing budgets and investment plans for engineering systems, tools and equipment

- Experience in providing technical support to individual health facilities as well as regional networks
- Experience working with equipment donations and donor regulations, in particular with USAID funded programs
- Leadership, organizational and problem solving skills and excellent attention to detail
- Solid relationship-building skills and cross-cultural sensitivity: ability to interface with external constituents from a variety of backgrounds
- Good judgment and discretion to represent the Touch Foundation in a highly professional manner, as well as respect for local “culture”
- Knowledge of Kiswahili strongly preferred

Touch Foundation, Inc. is an equal opportunity employer (M/F/D/V).

TO APPLY

Qualified applicants shall submit their CV and cover letter to Touch_Foundation_Jobs@mckinsey.com, stating the position being applied for in the subject line. **Only short-listed candidates will be contacted.**