Job Title: Community-Based Services Specialist

Department: PACS
Location: Monrovia
Duration: 12 months with possibility of extension
Start date: 2 November, 2015

(FEMALE CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY)

BACKGROUND

The International Rescue Committee (IRC) responds to the world’s worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. The IRC has been present in Liberia since 1996 and is a leader in the health sector. The IRC Liberia supports hospitals and primary health care facilities across three counties. It ensures access to vital medicines and quality medical care at all facilities in accordance to the Ministry of Health and Social Welfare (MOHSW) national standards.

In recent years, IRC Liberia has deepened its commitment to supporting both local civil society organizations and community groups in their recovery efforts-first from the devastating civil war and now from the Ebola crisis. The PACS Project presents an opportunity to bring these two critical elements together by strengthening civil society engagement in the delivery of health services and the rebuilding of health systems in Liberia.

SCOPE OF WORK

The IRC has entered into a cooperative agreement with USAID to implement the Partnerships for Advancing Community-based Services (PACS) project in Liberia. The PACS project-a consortium consisting of IRC, Population Services International and Global Communities, Planned Parenthood Association of Liberia, and Young Men’s Christian Association-will support sustainable country ownership of community-based health, social welfare, and WASH services through technical assistance and capacity building of relevant ministries. PACS will also work directly with local civil society organizations (CSOs) at the county and community level, providing them with funding opportunities and building their technical and operational capacity to play a key role in service delivery.

PACS Implementation Overview:
PACS will work in USAID’s six priority counties, Lofa, Bong, Nimba, Margibi, Grand Bassa, and Montserrado to assist in the decentralization process and ensure that county and community-level systems are equipped to deliver high quality community-based services in line with key MoH strategies\(^1\). PACS staff will work alongside county officials, building their capacity to effectively supervise and coordinate community-based health, social welfare, and WASH services.

While the community health services will include a wide range of services, a particular focus will be brought to the implementation of the integrated community case management (iCCM) of the main causes of morbidity and mortality (malaria, acute respiratory infections, diarrhea, and malnutrition) for the under five years of age children. Another special focus will be on promoting infection prevention and control (IPC) in the post-Ebola context.

The IRC is seeking a Community-Based Services Specialist to lead the direct implementation of community-based services in the post-Ebola context of restoration and expansion of integrated maternal and child health including Integrated Community Case Management (iCCM) for childhood illnesses and other services (maternal health, community family planning [FP], immunization and Vitamin A). The incumbent will be responsible for: 1) Participating in the design of any national policy, guidance, training modules related to integrated community health services; 2) Working with the relevant entities within the Ministry of Health to implement iCCM, IPC, and other community services 3) Work closely with the identified CSOs/CBOs in training and overseeing the work performed by the CHWs 4) Advising IRC on the strategic shifts needed to improve the quality of the services provided by the CHWs. The Community-Based Services Specialist will be placed under the supervision of the Deputy Chief Of Party. She/he will be responsible for proposing effective plans for the provision of quality community services especially iCCM and IPC in the focus counties.

ROLES AND RESPONSIBILITIES

The Community-Based Services Specialist will lead the process of restoring and expanding community health services especially integrated Community Case Management (iCCM) for childhood illnesses and other community health services. Specific responsibilities include:

- In coordination with the relevant MOH entities, other partners, and the PACS team, prepare and conduct the training sessions on iCCM and other community services;
- In collaboration with the relevant service units (eg. Supply Chain, CHSD, etc) within the MOH, make sure that the CHWs are regularly supplied in medical kits;
- In coordination with the county/district authorities and other partners, execute regular supportive supervision to oversee the work performed by the CHWs and other community health cadres;
- In coordination with the CSOs/CBOs in charge of paying incentives to the CHWs, assess to what extent the process is effective and advise IRC on the way forward;

\(^1\) Such as the Community Health Road Map and the National Health Communications Strategy.
In coordination with the counties and other stakeholders, ensure the quality assurance of the services provided at the community level.

The Community-Based Specialist will lead the process of integration of universal precautions/infection prevention control (IPC) in community health service delivery. In this area, specific responsibilities include:

- In coordination with the other stakeholders, provide training to gCHV/TM/CHWs along the border points in the counties on IPC standard operating procedures;
- In collaboration with the other stakeholders, establish link between county surveillance officers and CHWs;
- Facilitate the provision of IPC materials including safety boxes to the CHWs;
- In collaboration with relevant entities, organize training for the gCHVs and TMs/CHWs in management of medical waste make the necessary follow-up;
- In coordination with the county/district authorities and other partners, execute regular supportive supervision to oversee the work performed by the CHWs.

The Community-Based Services specialist will lead the process of promoting improved community health care practices for Ebola-affected children. Specifically, she/he will be responsible for:

- Work with the CHWs to encourage them to identify and refer at the appropriate level Ebola-affected children;
- In coordination with relevant entities, improve skill of the CHWs (gCHVs, TMs, and promoted CHWs) to deliver life-saving interventions to Ebola-affected children and ensure that IPC practices are integrated into the CHW package/services;
- Communicate effectively with everyone and establish effective working relationships with partners and stakeholders;
- Exercise appropriate judgment in responding to and managing issues relating to the care of Ebola affected children.

**Key Working Relationships:**

**Position reports to: Deputy Chief Of Party**

**Other Internal and/or external contacts:**

**Internal:** PACS Team, Country Program Health Team, Country Program Grants and Finance Units, IRC Health Unit Technical Advisors

**External:** Partner organizations’ headquarters and/or country offices, CHTs, DHTs, GC’s County Supervisors and PSI’s Community Mobilization Coordinator, YMCA & PPAL Field Officers

**Requirements:**

**Education, experience**

- Medical doctor or Advanced nurse level plus Master’s Degree in public health, social sciences or other closely related field;
• Five years in Program design, development, and implementation;
• Experience in community-based services management;
• Prior experience working on integrated community case management (iCCM) mandatory;
• Prior work at the community level preferred.

Knowledge and skills

• Knowledge of the core functions and essential services of public health;
• Ability to design and deliver trainings, provide on-the-job coaching or mentoring support, and facilitate workshops;
• Knowledge of disease prevention, health promotion, behavioral change, group process, community/organizational development theory and techniques;
• Skill in qualitative and quantitative data collection and analysis for the identification of population health status;
• Knowledge of program planning, implementation and evaluation;
• Ability to apply the principles, practices and theories of public health assessment and planning to health promotion, policy development, and health improvement;
• Ability to facilitate planning processes with diverse groups;
• Excellent written and oral communication skills;
• Basic computer skills: ability to use Common software such as Microsoft word, Excel, PowerPoint, and Internet Explorer;
• Problem-solving, multi-tasking, independent judgment, and time management, particularly in a multi-cultural environment;
• Able to respond rapidly to changing environments, yet remain productive, focused;
• Having worked with IRC in the past is an asset;
• Excellent written and verbal skills in the English language; and
• Willingness to travel frequently to remote program locations, often for an extended period of time.
• Ability to provide leadership in relevant coalitions, committees, networks, working groups, etc.

Standards for Professional Conduct: The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are Integrity, Service, and Accountability. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

To apply: e-mail your CV and covering letter to: IRLiberia.Recruitment@rescue.org CBS SPECIALIST PACS as subject of your email or address it to: Human Resources Coordinator, International Rescue Committee, 11th Street Sinkor, Russell Avenue, Sinkor, Monrovia, or forward it to IRC’s nearest offices in Sanniquellie, Ganta, Bong, Lofa, Harper. Clearly label the envelope (Application: CBS SPECIALIST PACS).

Deadline for submission is October 09th, 2015 at 4:00 pm.