

JOB TITLE

Senior Technical Advisor – Health

JOB LOCATION

Alexandria, VA; Hybrid position with some remote work permitted.

JOB STATUS

Full-Time Position – Currently Recruiting

JOB SALARY RANGE

\$110,000 – \$130,000 Annual

JOB SUMMARY

Provides a range of strategic advisory, capacity- strengthening and resource development assistance to The Salvation Army territories and IHQ Health Office; supports project design and implementation of programs, strategies, systems, processes, training workshops and curricula; conducts territorial training in organizational and program development (including strategic self-assessments and faith-based facilitation), program management and technical subjects; provides general assistance to Salvation Army field offices; develops cooperative relationships with counterparts; participates in home office activities; provides grant writing assistance; serves as SAWSO's technical leader and representative in the Health Sector; national and international travel required two – three months per year.

ESSENTIAL FUNCTIONS *This job description should not be interpreted as all inclusive. It is intended to identify the essential functions and requirements of this position. You may be requested to perform job-related responsibilities and tasks other than those stated in this job description.*

Provides a range of strategic advisory, capacity- strengthening and resource development assistance to The Salvation Army including organizational and program development, program management training, grant writing assistance, and technical support in the specific development sector of Health focusing primarily on community-based behavior change approaches to improving the health of vulnerable men, women, and children.

Facilitates strategic self-assessments of Salvation Army development programs. Designs program strategies, operations, and training workshops to increase the capacity of Salvation Army officers and program personnel.

Conducts training in faith-based approaches to community development, program management and technical subjects for Salvation Army field offices.

Travels to Salvation Army and other overseas locations as needed (2-3 months per year).

Provides general assistance to Salvation Army field offices. General assistance includes, but is not limited to, assisting offices to develop strategies and priorities, identifying, and securing funding

sources and preparing proposals, and monitoring project activities to assess achievement of objectives and assuring compliance with contractual obligations, preparing budgets and monitoring budget executions.

Develops cooperative relationships with counterparts at other Private Voluntary Organizations (PVOs); maintains active involvement with the development community.

Participates in home office activities to include, but not limited to, strategic planning; program development and reporting; managing relationships with International Headquarters (IHQ), Salvation Army supporting/donor offices, and Salvation Army implementing offices.

Represents SAWSO internationally on consortiums requiring expertise related to health, liaising with IHQ and other Salvation Army development office personnel to accomplish global initiatives in this area.

Seeks to understand and is guided by The Salvation Army International Health Strategy and how the primary health care programs relate to hospitals, clinics, corps, and other Salvation Army institutions.

Actively participates in organizational learning activities for the benefit of SAWSO.

Serves as SAWSO's technical leader and representative in the Health Sector; keeps current on the trends and new developments in the field of community health, maternal and child health, and reproductive health; develops appropriate programs and activities; and serves as a resource to other SAWSO program staff and the IHQ Health Office.

OTHER RESPONSIBILITIES

Performs other related work as required.

MATERIALS AND EQUIPMENT USED

Computer, telephone, general office equipment, digital camera

MINIMUM QUALIFICATIONS REQUIRED

EDUCATION AND EXPERIENCE

Bachelor's degree from an accredited college or university AND a master's degree in international public health or a related health field. Though not required, a doctorate degree in the related sector (health) will be considered.

and

Ten years of directly related professional experience in providing technical and knowledge driven solutions, in country-led development in the International Health sector, AND five years of senior-level program management experience,

and

three years of experience living in a developing country and working with international health programs, preferably in a management role,

or

any equivalent combination of training and experience which provides the required knowledge, skills, and abilities.

LICENSES AND CERTIFICATIONS

None

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of and experience with international development project management theory, programs and their requirements including writing proposals, providing support for donor-funded activities, including United States Agency for International Development (USAID) funded projects. Ability to track and shepherd projects through a life cycle from start to close, ensuring both financial and programmatic compliance; ability to work closely with many staff in a team-oriented environment.

Has specialized expertise in the following areas: international primary health care programs, primary health education, program design, curriculum development, facilitation/training skills, monitoring and evaluation, participatory community development, and international project/program management.

Possesses an in-depth professional and field-based knowledge of development principles, concepts, and practices, especially as they relate to managing international primary health care programs/projects/activities in developing countries. Has thorough knowledge and understanding of the economic, political, social, and cultural characteristics of development challenges and opportunities in the international primary health care sector.

Technical expertise required in international public health: maternal and child health, vaccinations, infectious disease, nutrition, and hygiene. Required skills include community health worker training, curriculum development, in-depth knowledge of community-based health models and behavior change strategies, such as the Care Group Model and community mobilization approaches. Experience required working with government stakeholders, such as the Ministry of Health, on primary health care development issues.

Successful candidates also demonstrate the following KSAs:

Planning and Organizing

Establishes a systematic course of action for self or others to ensure accomplishment of a specific objective. Determines priorities and allocates time and resources effectively.

Balancing Multiple Priorities

Balances the needs and interests of various stakeholders and makes decisions involving competing goals, objectives, and alternatives. Prioritizes tasks and redirects work effort in response to changes in priorities.

Flexibility

Adapts easily to frequent change, to varied working conditions and requirements, and to diverse individuals and groups. Willing to consider new ideas and approaches and apply them creatively. Views long-standing challenges from different perspectives and challenges fundamental assumptions about accepted ways of doing things.

Cross-Cultural Sensitivity

Communicates and interacts effectively with people from other cultures, religions, geographies, and organizations; respects and adapts to other cultures and seeks opportunities to learn about them to enhance relationships. Understands and respects different denominations and religious traditions.

Relationship Building

Establishes rapport with people easily, to others as necessary to gain their support and participation.

Problem Solving

Identifies and analyzes situations and/or issues, considers options, develops and decides on solutions, recommends and/or implements and monitors appropriate solutions.

Teamwork

Promotes and generates cooperation and teamwork within the Program Department, with other SAWSO departments, and between staff and local ministry partners.

Results Orientation

Demonstrates concern for achieving or surpassing results against an internal or external standard of excellence, shows a passion for improving the delivery of services with a commitment to continuous improvement. Identifies quantitative and qualitative performance measures for area(s) of responsibility and analyzes, evaluates and reports results objectively.

Organizational Awareness

Uses an understanding of how the organization works to get things done. Understands SAWSO's business operations/products/services and how the organization competes. Understands the mission and work of the organization and organizational priorities. Has ministry knowledge and knowledge of the complexity of the global Salvation Army, including international locations. Applies an understanding of the organization's informal structure, culture and climate in achieving goals. For external candidates, knowledge of similarly complex organizations may substitute for Salvation Army knowledge.

Program Management Support

Effectively supports The Salvation Army implementing offices in the management of projects.

Knowledge Management

Works to enhance ability of clients/service groups to retain current, critical knowledge base by developing systems, fostering collaboration and facilitating feedback loops. Interprets and effectively communicates lessons learned to appropriate stakeholders.

MENTAL AND PHYSICAL ABILITIES

Ability to meet attendance requirements.

Ability to read, write, and effectively communicate the English language.

Ability to speak a second language (preferred).

Ability to travel extensively both domestically and internationally.

Working knowledge of Microsoft Office Suite.

Ability to perform limited lifting of objects weighing 25 to 40 pounds.

Ability to attend occasional night meetings.

WORKING CONDITIONS

Most work takes place in a normal office environment where there are little or no physical discomforts associated with changes in weather or discomforts associated with noise, dust, dirt, and the like. However, working conditions may vary however during times of national and international travel.

For more information please contact:

The Salvation Army National Headquarters
Human Resources
615 Slaters Lane
Alexandria, VA 22314
(703) 684-5500

You may also e-mail your resumé to: USN.RECRUIT@usn.salvationarmy.org

You must be a U.S. citizen or be eligible to work in the U.S. to apply.