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Project Manager – LSS - Bihar

Organization:

Foundation for Innovative New Diagnostics (FIND) is established in India as an independent non-profit organization created under Section 8 (Indian) Companies Act, 2013 with its office in New Delhi. FIND India is the key implementing partner of Central Tuberculosis (TB) Division, Ministry of Health & Family Welfare, Government of India, for strengthening and expanding TB laboratory diagnostic capacity within the Revised National TB Control Program (RNTCP) supported by the Global Fund. FIND India is a subsidiary of FIND, an international non-profit organization based in Geneva, Switzerland. The organization is dedicated to activities that result in; 1) new diagnostic tools; 2) expanded access to these tools; and 3) strengthened diagnostic testing capacity for poverty-related diseases in low- and middle-income countries.

For more information, please visit www.finddx.org

Project Background

A responsive, accessible, and pandemic resilient public health system is critical towards early detection, accurate treatment and continued care management. 1. This is especially true for Bihar, India with its high proportion of rural population (88.7%) and persons below the multi-dimensional poverty line (51.9%- highest in the country) 2. Bihar's population should have great reliance on the public system and yet 57-60% report accessing private facilities in the state. 3. Bihar has emerged as the second-worst performer (19th out of 20) in overall health performance (larger states) in Niti Aayog's health index 2019-20, released in December 2021. 4. In terms of health infrastructure availability, there is a shortage of 8,688 (47%) health sub-centers (HSCs), 1,200 (39%) Primary Health Centers (PHCs) and 624 (81%) Community Health Centers (CHCs) in Bihar as of March 2018. 5. Very few of the PHCs function as per Indian Public Health Standards (IPHS) norms. 6. Public health laboratories are cornerstones of a public health system with availability of high-quality diagnostics, the first step towards accurate disease detection and containment. Recognizing the need to establish a uniform code for equitable access to quality diagnostics, the Indian Council of Medical Research (ICMR) under the aegis of Ministry of Health and Family Welfare (MoHFW) has developed India's National Essential Diagnostic List (NEDL) recommending tests for both communicable and non-communicable diseases at each health facility (HF) level based on utility, demand, infrastructure & personnel availability. In the absence of suitable capacity, it recommends following a "hub and spoke model" to drive cost-effective test availability. 7. The recently launched Pradhan Mantri – Ayushman Bharat Health Infrastructure Mission (PM ABHIM) along with Guidelines on Integrated Public Health Laboratories (IPHL) by the MoHFW, Government of India, focuses on establishing integrated public health laboratories. 8. At district and sub-district levels, providing quality assured diagnostic services aiding clinical management, public health surveillance and supporting outbreak investigations.

The state of Bihar is committed to strengthening and upgrading testing facilities along a "hub and spoke model" - a tiered system designed to provide patient-centric care and minimize patient drop-off. This project is focused on supporting the Government of Bihar in its endeavor to improve the diagnostic services.

Objective and Primary Outcome:

The main objective of the program is improving outbreak preparedness of the healthcare facilities and controlling air-borne infections such as TB and COVID at healthcare settings, the proposed activities under the project will ensure adoption of IPHL guideline and follow IPHS norms at each level of health facilities. The project intends to lead to following outcomes:

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- Building diagnostic capacity at all levels of the public health system including strengthening in-house lab services as per Government of Bihar (GoB) strategy and in line with India's NEDL and IPHL norms supporting development and implementation of a public-private partnership (PPP) for diagnostic services (in support of GoB's plan and subject to award of tender by Government of Bihar)
- Strengthening quality diagnosis across tiers by building and implementing a quality management system (QMS) with continued mentoring mechanism
- Building sustainable laboratory capacity towards disease surveillance (focusing on febrile illnesses) through capacity building.

Location: New Delhi

Job description

The Project Manager will ensure set-up, operationalization, and implementation of the project as per the plan. The specific activities & responsibilities will include but not be limited to:

- Co-create and monitor the strategic direction and implementation of the Lab System Strengthening program, ensuring equitable access to quality services, sustainability, and scalability of key interventions under the program.
- Build and maintain trust-based relationships with donors, key government partners (national and state level), developmental partners, and other relevant stakeholders to expand access to quality diagnostic services.
- Support engagement with new and existing donors, including developing workplans and budgets, writing and presenting narrative and financial reports to effectively communicate program progress, challenges and risks.
- Lead program design and implementation of processes, systems for collection, collation, and synthesis of program data to inform program strategy, operations, and reviews.
- Track project performance, specifically to analyse the successful completion of short- and long-term goals
- Meet budgetary objectives and make adjustments to project constraints based on financial analysis
- Develop comprehensive project plans to be shared with donors and other project staff members
- Use and continually develop leadership skills
- Establish and maintain effective and collaborative working relationships and engagement with FIND Senior Management and country teams, institutional partners, experts and technical/academic institutions at national and state levels and ensure coordination of resources and effort for maximum impact.
- Anchor grant management and coordinate program specific communication with the relevant program country teams. This entails:
 - Regular communication with project teams and the technical FIND share progress and learnings from program implementation
 - Drafting required update reports (e.g., program progress report, project log frame, risk mitigation plan, etc.) and budget review documents to aid communication with the program donor
 - Preparing program briefs for the communications team and program leadership to aid in internal and external communication
- Lead program communication by sharing key learnings, outcome and impact, through creation of impactful content and dissemination across a broad range of communication channels, including organizing and facilitating dissemination through stakeholder workshops and seminars.

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- Support identification of new initiatives – within, allied to, or in addition to the existing program on diagnostics and lab strengthening to identify and engage with potential donors to support such initiatives.
- Aid and support other aspects of the lab strengthening program.

Skills and experience required:

- Minimum 5 years of experience in a demanding, results driven environment such as management consulting.
- MBA/MPA/MPP or a post-graduate degree in Health Management, Health Financing, Economics or related fields.
- Proven experience and ability to engage with, and manage relationship with a diverse range of stakeholders, including organizational leadership teams, government stakeholders, institutional partners and donors.
- Experience in strategy development and implementation, ability to identify and pursue high-impact strategies in complex, uncertain and evolving environments.
- Ability to lead project teams on diverse range of projects.
- Exceptional analytical (quantitative and qualitative) skills with the ability to effectively communicate (orally and in written form) and to tailor communication to a variety of audiences.
- Ability to absorb and synthesize a broad range of information, including technical information, and to prepare compelling presentations and reports.
- Ability to be effective in high-pressure situations, handle multiple tasks simultaneously, and set priorities.
- Strong desire to work in a fast-paced, limited-structure, high-pressure, multicultural environment.
- Willingness to travel extensively.
- High level of proficiency in Microsoft Excel, PowerPoint and Word.
- Fluency in English & Hindi.
- Preference would be given to candidates with strong experience in management and/or healthcare consulting (or development sector consulting).

Nature of Appointment:

The selected candidate shall be on a fixed term employment contract. The initial offer will be until **31 December 2023**.

Compensation offered:

The gross remuneration budgeted for the position shall be commensurate with the qualifications, experience and performance during interview process.

Deadline to send your application:

Please mail a motivation letter, a detailed resume and three references to HR-IN@finddx.org and by **24 September 2022**.

But don't wait until the deadline! We will start screening right away and if we find the right person, we will stop searching.

Please note that only shortlisted candidates will be contacted