

The Organisation

Our client is a donor funded organisation and partner in development in Namibia, working closely with the Ministry of Health and Social Services' (MoHSS) Directorate of Special Programmes (DSP). Our client deploys staff at hospitals and health facilities across the country as part of a coordinated effort with the MoHSS. Their goal is to increase the human capacity needed to provide HIV/AIDS clinical care in countries and regions that are most significantly impacted by the AIDS epidemic. Further to this, our client seeks to support and assist such countries and regions in their development of locally-determined health care worker systems to become optimally resourced, highly responsive, and self-sustaining.

The Region

Khomas – Windhoek

The Position

The successful candidate will serve as the Technical Lead (TL) for Management Information Systems (MIS) under the Ministry of Health and Social Services (MoHSS), Pharmaceutical Services (PhSs), leading the pharmaceutical information systems technical area. The successful incumbent will coordinate the design, development, and implementation of innovative initiatives to improve antiretroviral therapy (ART) service delivery and strengthen data processing, analysis, and the use of information for decision-making. The successful candidate will also implement mechanisms to support the monitoring of the ART program progress towards the attainment of the 95-95-95 treatment target in Namibia.

Key focus areas:

Software Project Management (Technical Support):

1. In collaboration with pharmaceutical and clinical technical staff, initiate, plan and implement software projects aligned with the current needs of the ART program in Namibia
2. As part of the software project implementation, lead the re/design, upgrade, development and deployment of software applications/tools and ensure the use of modern software technologies.
3. Redesign and upgrade the electronic dispensing tool (EDT) to align with:
 - Current ART treatment models (community-based ART, community adherence groups, multi-month dispensing, etc.), trends and technologies for efficient delivery of pharmaceutical (dispensing) and patient management services.
 - Requirements for dispensing and reporting on other related pharmaceutical products, e.g. TPT, PEP, PrEP, etc.
4. Improve access to ART (e.g. multi-month dispensing) using innovative technologies, including improving efficiencies in ART pill pickups for stable patients (Automated Chronic Care Medication Dispensers, SMS and mobile apps).
5. Integrate the EDT with SMS and Chronic Care Medication Dispensers services
6. Implement innovative mobile technology, e.g. mEDT to:
 - a) Improve dispensing practices and increase access to ART data from remote ART sites
 - b) Increase the number of dispensing points at ART sites to reduce patient waiting times at high-volume ART sites
 - c) Maintain optimal operation of the electronic dispensing tool (EDT) data entry points across the country, including support to the Facility Electronic.
 - d) Use Stock Card (FESC) for managing stock levels countrywide, to maintain quality of care, minimize stock outs and stock wastage.

Monitoring and Evaluation and Program Reporting:

- a) Improve access to quality ART information for decision making at all levels (program and facility)
- b) Implement tools to easily monitor and visualize key indicators that contribute to the attainment of the 95-95-95 treatment target
- c) Analyse existing ART national data sets to identify and implement measures to ensure that ART program reporting needs are met including, but not limited to key retention analyses for every facility
- d) Integration of the EDT and EPMS data sets both at national, sub-national and patient level to enhance quality of ART data
- e) Implement efficient and secure data exchange protocols between ART sites at PHC level and main ART sites
- f) Ensure an up to date EDT national database on a monthly basis including ensuring that reports into the Pharmaceutical Information Dashboard are up to date

Collaboration:

- a) Coordinate activities with all the different divisions and entities including the Directorate of Special Programs (DSP) and all partners
- b) Support the budgeting processes to ensure adequate resources are available to implement all activities
- c) Support integration of all activities to ensure sustainability
- d) Establish relationships with local and international organizations to enable collaboration (including other government entities and departments)
- e) Plan, develop, and manage meetings, conference calls and correspondence supporting the initiatives
- f) Participate in all the relevant taskforces and technical working groups

Capacity Development

- a) Develop training curricula and materials to support implementation of the above-mentioned activities and programs
- b) Plan, organize, and conduct training sessions in the use of information systems, including using Project ECHO to disseminate information
- c) Provide ongoing technical support to all levels of cadres in MoHSS and partner institutions
- d) Partnerships and other documents supporting collaborative agreements

Other:

Any other duties, which might be assigned by the supervisor.

Minimum requirements:

- A Bachelor's degree (Honours) in software engineering and computer science or a related technical field. A master degree would be an added advantage
- A postgraduate certificate in project management and demonstrated skills in managing software projects.
- At least 5 years computer hardware and software maintenance experience of Windows-based and Linux platforms
- Experience working with PEPFAR-funded programs in low- and middle-income countries (LMICs)
- In-depth technical experience in developing and implementing electronic tools and information systems such as the EDT, FESC and the MoHSS Pharmaceutical Information Dashboard
- Experience with other health-related information systems
- Expertise in MIS as demonstrated through publications and participation in technical working groups
- Demonstrated ability to lead a team of developers and other IT or non-IT professionals
- Experience working collaboratively and effectively with colleagues and partner organizations
- Experience with pharmaceutical management information systems, data quality improvement, data use and capacity development in low-resource settings
- Experience in management information systems, software project implementation and support, training of end users, database-driven application development and maintenance, of which at least 3 years should be at supervisory level
- Expertise and experience in data warehousing, business intelligence, data visualization and application design using current and innovative technologies, open source solutions and standards
- Advanced skills in RDBMS (SQL Server, Oracle, PostgreSQL/MySQL) including database administration, SQL programming, data analysis, report development, and extracting, transferring and transforming data (ET L) Software development experience in VBA and C#, PHP, Java and/or similar
- Advanced skills in Microsoft Excel and Access for data analysis Ability to speak and write in English fluently
- Ability and willingness to travel throughout the country within the program's geographical coverage area.

Interested?

This is a **fixed-term contract** position and our client offers an attractive package.

- Closing date for applications is **22 May 2020**
- Please submit your application to admin1@potentia.com.na

All suitably qualified Namibians are encouraged to apply. If you are not contacted 2 weeks after the closing date, please consider your application unsuccessful. Only electronic versions of CVs will be accepted. Our client reserves the right not to make any employment offer or appointment.