

**SAVE THE CHILDREN INTERNATIONAL
ROLE PROFILE**



TITLE: Pre-service Education Technical Lead/Advisor	
TEAM/PROGRAM: Programme Operations	LOCATION: Dar es salaam
GRADE: 2	CONTRACT LENGTH: 1 year, renewable
<p>CHILD SAFEGUARDING:</p> <p>Level 3: ✓ the post holder will have contact with children and/or young people <i>either</i> frequently (e.g. once a week or more) <i>or</i> intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p>	
<p>ROLE PURPOSE:</p> <p>Save the Children seeks for Pre-service Technical Lead/Advisor for a USAID Lishe Mtambuka Project in Tanzania. Working under the supervision of the Nutrition and Health Systems Senior Technical Advisor, the Preservice Education (PSE) Technical Lead/Advisor will be responsible for overseeing the implementation of Pre-Service Education under USAID Lishe Mtambuka Activity. He/she will provide technical leadership and oversight for pre-service education activities for the USAID Lishe Mtambuka Activity aiming to improve the knowledge and skills of PSE students in Clinical Nutrition. Under the leadership of the Nutrition and Health system Senior Technical Advisor, the Technical Lead pre-service education will work closely in collaboration with the Human Resources Development Department of the MoH, especially the Training section and Nutrition section, zonal health resource centers, Ministry of Education and Health Training Intuitions (HTI) to design and implement effective pre-service education improvement strategies to reduce human resource gaps for nutrition, according to the MOH towards the establishment and production of human resources for health as has been stated in the human resource health strategic plan 2014-2019 and HRH production plan 2014-2024. In consultation with Project Leadership and Save the Children technical experts, the Technical Lead for pre-service education will provide strategic and programmatic leadership to facilitate the implementation of evidence-based, competency-based education. On the other hand, The Pre-service technical lead/Advisor will ensure that the schemes of service for clinical nutritionists are reviewed and updated; that nutrition competencies and counselling skills for healthcare workers are defined and disseminated, and support training as needed. She/he will support the identification and assessment of the feasibility of opportunities to engage the private sector for capacity building of healthcare workers in nutrition. Likewise, S/he will work to strengthen the quality, efficiency and sustainability of PSE in HTI in Tanzania to improve clinical nutrition services across the health system. In addition, The PSE Technical lead/Advisor will work collaboratively with the Nutrition and Health Systems Technical Advisor and Health and Nutrition Technical Specialist to engage stakeholders in designing and adopting sustainability strategies, advocating for government funding for key meetings and activities, identifying and monitoring key sustainability milestones and advocating for inclusion of interventions into facility and institutional level budgets to pave the way for sustainability and scale.</p>	
<p>SCOPE OF ROLE:</p> <p>Save the Children has been operational in Tanzania since 1986 providing support to children through developmental and humanitarian relief programmes delivered in support of Government of Tanzania priorities and policies both directly and through local partners. Current programming focuses on child protection, child rights governance, education, health & nutrition and emergency response. In 2012, as part of a global reorganization process, Save the Children combined programmes of SCUK, SCUS, SC Sweden to create a single operation in Tanzania. We currently have an operational presence in Dodoma, Rukwa, Iringa, Morogoro, Zanzibar, Songwe, Kigoma and Dar es Salaam and we work through partners in other parts of the country.</p> <p>Reports to: Nutrition and Health Systems Senior Technical Advisor</p> <p>Staff directly reporting to this post: None</p>	

KEY AREAS OF ACCOUNTABILITY:

Technical

- a. Provide technical oversight, and strategic direction for the implementation of pre-service education activities
- b. Provide technical support and coordination with the relevant department at the Ministry of health and education to review and update scheme of service for nutritionists/dietician.
- c. Provide technical support in the development of pre-service training curriculum, teaching/training aids for clinical Nutritionists including supervisory systems to meet the needs of the Government of Tanzania
- d. Lead coordination and technical support for preservice training activities
- e. develop Assessment Criteria, Methods & Instruments & Benchmarks
- f. Lead engagement and partnerships with private health training institutions for clinical nutritionist trainings and certification
- g. Facilitate and Participate in Clinical Nutritionist curriculum development including development an assessment Plan, practicum guide, facilitators guide, a student manual practical and procedure book
- h. Support “training of trainer” sessions, site strengthening, in-service and/or pre-service education, follow-up and supportive supervision to project-supported eight health training institutions (HTIs) and health facilities, as required by project and MOH
- i. Provide technical support for the development of continuous quality improvement (CQI) assessment Checklist for the Health training institutions
- j. Coordinate continuous quality improvement (CQI) assessments and follow-up, advocacy, demand creation, policy support, capacity-building and M&E across supported health training institutions (HTIs)
- k. Strengthen and capacitate key systems including the Zonal Health Resource Centers, public health training institutions including training and mentoring tutors and clinical instructors, and develop sustainable tracking systems of students.
- l. Actively participate in all Technical Advisory Group Meetings, and represent the project in professional forums by participating and sharing best practices in these meetings
- m. Analyze potential pre-service education strategies within the context of the USAID Lishe Mtambuka and advise as necessary, to policymakers, funding agencies (Private sector), and/or program staff
- n. Formulate and test sustainable solutions to [training, service delivery] gaps, utilizing cross-cutting approaches such as performance and quality improvement and in-service training/pre-service education
- o. Guide MOH, professional associations, and other national stakeholders in the revision/development of evidenced-based standards for competency in Nutrition services
- p. Document and maintain an inventory of successful tools and approaches for pre-service education
- q. Document successes, lessons learned and challenges in implementation as well as reports of project activities and results to the program and donor, including routine quarterly and annual reports and other reporting requirements as requested
- r. Work in collaboration with PORALG and support transition project clinical nutritionists/Nutrition officers to be absorbed into LGAs service scheme.
- s. Any duties assigned

Operational

- t. Provide timely and accurate written and verbal reporting.
- u. Contribute to project strategic planning and to well-written, focused project reports (quarterly and annual reports), annual implementation plans, success stories and other written products/ program-related documents.
- v. Ensure high quality project implementation, monitoring and reporting.
- w. Keep the program leadership informed of successes, challenges, and key lessons learned in implementing the program
- x. Lead development of annual work plans, reports and pre service technical knowledge management and communication materials

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- y. Work with project regional coordinators for smooth communication with regional, and districts authorities and HTIs
- z. Work with M&E staff to design, and implement a plan to track data/results related to pre-service education
 - aa. Provide technical leadership to the development of the project's work plan, and program monitoring
 - bb. Prepare PSE reports and project reports
 - cc. Oversee data collection, analysis and development of conclusions and recommendations to further strengthen Pre-service education in Clinical Nutrition
 - dd. Work with staff to achieve goals and ensure accountability to beneficiaries, partners, colleagues and donors by providing ongoing feedback in a context of mutual respect.

Representation and Coordination

- ee. Participate in technical working groups, district relevant meetings and liaise with other project implementing organizations.
- ff. Maintain excellent relationships with MOH, MOE, USAID, HTIs, and in-country stakeholders
- gg. Model collaboration for the matrixed project team: effectively consult and inform colleagues to maximize efficiency and knowledge sharing and integrate guidance and direction from subject matter experts in your office and elsewhere to maximize performance.

BEHAVIOURS (Values in Practice)

Accountability:

- holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values;
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved;

Ambition:

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same;
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale;

Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters;
- values diversity, sees it as a source of competitive strength;
- approachable, good listener, easy to talk to;

Creativity:

- develops and encourages new and innovative solutions;
- willing to take disciplined risks;

Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity;

QUALIFICATIONS AND EXPERIENCE

- A degree in clinical related health sciences, or other related field. A Master's degree in public health , teacher education or related field will be added advantage
- Minimum of seven-year experience in building health worker capacity in Nutrition, maternal and new-born health, reproductive health, or other clinical areas
- 3-5 Years' experience in Preservice Education Program Implementation and Health Training Institution capacity building including rolling out CQI approach
- Proven experience designing and rolling out curricula
- Knowledge and experience of sustainable program planning and implementation
- Demonstrated experience in developing /including new updates into health worker training curricula
- Proven skills in facilitation, team building, capacity building and coordination
- Strong change management, results-oriented and decision-making skills

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- Excellent spoken and written English skills, including demonstrated technical writing skills for publication
- Demonstrated ability to work under pressure and collaborate as member of the team to achieve results
- Extensive knowledge of the local health systems
- Previous experience and understanding of USG funded programs
- A team player, willing to assist teams in the implementation of programs where necessary and as requested
- Demonstrated ability to work under pressure and collaborate as member of the team to achieve results

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures;

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff:

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

[APPLY HERE](#)

TITLE: Regional Nutrition Governance Coordinators (5)	
TEAM/PROGRAMME: Operations	LOCATION: Kigoma, Rukwa, Songwe, Njombe and Iringa
GRADE: 3	CONTRACT LENGTH: One Year
<p>CHILD SAFEGUARDING: Level 3 Level 3: the post holder will have contact with children and/or young people frequently (e.g. once a week or more)</p>	
<p>ROLE PURPOSE: Save the Children has been working in child rights governance (CRG) from various sectors on both Mainland and Zanzibar, for many years with notable success. Save the Children seeks five Regional Nutrition Governance project coordinators for a USAID Lishe Mtambuka Project in Tanzania. The Regional Nutrition Governance Coordinator will assist the Nutrition Governance Senior Technical Advisor in providing technical assistance to Local Government Authorities (LGAs) and Civil Society organization in planning, budgeting, monitoring of and reporting on the National Multi-sectoral Nutritional Action Plan (NMNAP) II at Regional and district levels and on how to operationalize Tanzania Resource Mobilization Strategy (RMS). The Regional Nutrition Governance Coordinators will work closely with Regional Authorities and civil society organization (CSO) on a regular basis to strengthen coordination of Multi-sectoral Nutritional Steering Committees. In addition, the Regional Nutrition Governance Coordinators in collaboration with CSO will participate in the planning cycles and budgeting sessions related to Nutrition. She/he will provide strategic and operational leadership on Nutrition Governance in respective Regions. She/he will oversee the implementation of the nutrition governance in the region.</p> <p>The Regional Nutrition Governance Coordinator will be responsible for representing the USAID Lishe Mtambuka in Quarterly Steering Committees for the Regional Multi-Sectoral Nutritional Steering Committees. She/he will provide technical assistance to the Regional Authorities to support councils to use national planning and accountability tools and integrate nutrition into comprehensive development plans.</p>	
<p>SCOPE OF ROLE: Save the Children has been operational in Tanzania since 1986 providing support to children through developmental and humanitarian relief programmes delivered in support of Government of Tanzania priorities and policies both directly and through local partners. Current programming focuses on child protection, child rights governance, education, Health & nutrition and emergency response. In 2012, as part of a global reorganization process, Save the Children combined programmes of SCUUK, SCUS, SC Sweden to create a single operation in Tanzania. We currently have an operational presence in Dodoma, Rukwa, Iringa, Morogoro, Zanzibar, Songwe, Kigoma and Dar es Salaam and we work through partners in other parts of the country.</p> <p>Reports to: Nutrition Governance Senior Technical Advisor Staff reporting to this post: CSO Nutrition Governance officers Budget Responsibilities: None</p>	
<p>KEY AREAS OF ACCOUNTABILITY: Technical Support</p> <ul style="list-style-type: none"> • Spearhead coordination, preparation and implementation of Regional Nutrition Governance Activities • Provide technical support to the coordination of the Regional Multisectoral steering Committees • Work together with CSO to ensure timely disbursement of funds for nutrition activities at council level • Provide technical support to CSOs in supporting the LGAs on utilization of health system and accountability tools that includes; PLANREP, IMES, nutrition scorecard, Afya supportive supervision (SS) , and Multi-Sectoral Nutritional Information System (MNIS) • Provide leadership and management support to CSO Nutrition Governance Officers and encourage teamwork and collaboration; • Ensure regular follow-up on nutrition multi-sectoral scorecard meetings and compare the outputs with the indicators and provide guidance to the CSO on action to be taken • Provide technical assistance to the implementation of the Tanzania Resource Mobilization Strategy (RMS) and increase per capital expenditure for nutrition for the region • Provide technical support to the CSO to support LGA to develop resource mobilization and engagement strategies. 	

- Provide technical support to the Regional Authorities to develop private sector engagement and participation strategy for nutrition for the region
- Participate in development of regional implementation plans and project progress reports
- Represent the USAID Lishe Mtambuka Activity in the regional partners coordination meeting, Regional Nutrition Multisectoral steering Committee, and regional community of practice and other relevant policy foras
- conduct supportive supervision on nutrition governance and nutrition sensitive interventions and come out with improvement plans.
- Participates in joint field monitoring visits, Program review meetings and planning meetings with USAID Lishe Mtambuka team with support from the CO team.
- Any other duties assigned.

Coordination

- Coordinate all the project activities as are provided in the project document, DIP and budget.
- Represent SCI in technical working group meetings at district level to foster collaboration, learning and engagement.
- Represent the project in various forums at regional, district, facility and community level to articulate project priorities and recommended actions.
- Organizes and executes community review meetings, campaigns, experience sharing /exchange visits and other similar fora that help replicate good practices and lessons.
- Keeps self-abreast of national and regional strategies related to Nutrition Governance, uses the knowledge to inform and adapt project strategies.

Reporting, Monitoring, Evaluation and Learning

- Ensure timely writing and submission of quality and accurate reports including weekly, monthly, quarterly and annual reports and at all other requested times.
- Provide support to program monitoring and evaluation (M&E) and impact assessment efforts; work in close collaboration with the country office M&E specialist and USAID Lishe Mtambuka program team to ensure that data collected is accurate, valid and captures process and outcome indicators.
- In collaboration with SC communication and knowledge management staff and Technical Advisors, lead the process of documenting and disseminated best practices in form of case studies, success stories, briefs, video clips in addition to the project reports related to nutrition governance

Staff Management and Development

- Overall Line management responsibilities for the Lishe Mtambuka project staff, in the region.
- Provide technical and development support to staff for continuous learning opportunities as appropriate
- Manage the performance of Nutrition and Health System Officer through the effective use of the Develop to Perform approach
- Lead and motivate field staff members, ensuring they have clear work plans and objectives for program implementation

BEHAVIOURS (Values in Practice)

Accountability:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values;
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

Ambition:

- Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same;

- Widely shares their personal vision for Save the Children, engages and motivates others;
- Future orientated, thinks strategically and on a global scale.

Collaboration:

- Builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters;
- Values diversity, sees it as a source of competitive strength;
- Approachable, good listener, easy to talk to.

Creativity:

- Develops and encourages new and innovative solutions;
- Willing to take disciplined risks.

Integrity:

- Honest, encourages openness and transparency; demonstrates highest levels of integrity.

QUALIFICATIONS

- Bsc. Home Economics and human Nutrition or related relevant field or related fields. Master's degree would be an added advantage but not required.

EXPERIENCE AND SKILLS

Essential

- Bsc. Home Economics and human Nutrition and Msc. Human Nutrition or related relevant field
- Sound understanding of local government systems and previous work experience in Nutrition Governance programming
- Experience with budget analysis in the governance
- USAID-funded projects is an added advantage. MEAL experience is also needed.
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- At least five years of experience working on the implementation and coordination of nutrition interventions;
- Previous experience working with a range of government and civil society counterparts and multilateral partners;
- Experience working with government institutions and/or local and international organizations;
- Experience in Data collection and analysis;
- Excellent writing and communication skills in English and Kiswahili;
- Excellent knowledge of MS Word, PowerPoint, Excel and Outlook;
- Knowledge of nutrition services, and healthcare services is preferable;
- Knowledge of the regions of the intervention.
- Ability to establish and maintain effective working relationships with Regional and District Authorities.
- Written and oral fluency in English is a requirement.

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Partnership

- working with people in local communities, policymakers and colleagues
- forging trust, gaining true friendship and empowering people

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

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