



JOB TITLE: Senior Program Officer

Dar Es Salaam

International - Market Shaping Practice /

Full-Time Exempt /On-Site

Results for Development (R4D) is a leading non-profit global development partner. We collaborate with change agents around the world – government officials, civil society leaders and social innovators – to create strong systems that support healthy, educated people. We help our partners move from knowing their goal to knowing how to reach it. We combine global expertise in health, education and nutrition with analytic rigor, practical support for decision-making and implementation and access to peer problem-solving networks. Together with our partners, we build self-sustaining systems that serve everyone and deliver lasting results. Then we share what we learn so others can achieve results for development, too.

We have a unique and vibrant culture at R4D. Diversity, equity and inclusion are at the heart of our work environment and help advance our mission. Diversity—of ideas, identities, perspectives and backgrounds—is vital to who

we are and what we do. We seek people who embrace these values and will help reinforce them. Our work culture is collaborative, creative and entrepreneurial. We operate based on trust and respect. Teams across the organization frequently collaborate on programmatic work and support each other in continuously building a better R4D.

** This position is contingent on follow-on donor funding **

Results for Development (R4D) is seeking a highly motivated and dynamic Senior Program Officer to serve as the Senior Market Shaping Specialist to play an important strategic leadership role in leading the Market Shaping practice's Tanzania-based team.

In partnership with change agents, R4D's Market Shaping Practice (MSP) shapes markets for health products, systems, and areas of intersection in Africa and Asia to advance health equity. We develop, iterate on and support catalytic implementation of long-lasting solutions at the global and country levels to address challenges identified by country partners and backed by rigorous analyses. Using practical and business-driven approaches – from increasing market transparency around the number of potential users, to improving demand forecasting, to developing purchasing and value chain strategies, to crafting cost-effectiveness and financing gap analyses – our work ensures that the markets for life-improving products, services, and systems operate with improved efficiency which in turn improves health outcomes and advances health equity. We've applied our expertise to reduce costs and supported improved access to high-quality products in health (spanning the HIV/AIDS, TB, malaria, maternal, newborn and child health markets) as well as in nutrition and education.

Select MSP projects include:

- Increasing access to childhood pneumonia treatments through iterative market shaping approaches in close collaboration with government partners and other key market actors.
- Transforming markets for reproductive, maternal, newborn, and child health (RMNCH) products, leveraging market shaping and health commodity financing approaches
- Improving access to assistive technologies (AT) and strengthening AT ecosystems

Opportunity:

Title: Senior Market Shaping Specialist

Reports to: Associate Director

Term: 2 years, renewable

Location: Dar es Salaam, Tanzania

As a Senior Market Shaping Specialist on this high-impact team, you will:

- Participates fully as a member of R4D by contributing, assisting, and participating in projects, activities, and initiatives as requested by management

Provide day-to-day thought and technical leadership

- For the Tanzania MSP portfolio, work closely with the MSP Tanzania team to lead the structuring of analytical problems and the development of technical qualitative and quantitative analytical methodologies and products (i.e. stakeholder mapping and landscaping analyses, analysis of quantification and procurement data) including through coaching team members on analytics
- Draw insights from analyses and lead development of high quality and actionable government, donor and partner-facing documents

- Identify creative ways to expand current work in Tanzania, in close coordination with MSP and R4D leadership, and effectively contribute to and eventually lead components of business development processes

Lead internal and external partner engagement

- In close coordination with MSP leadership, actively cultivate new relationships and effectively manage key ongoing relationships with partners in Tanzania, including the Ministry of Health, Prime Minister's Office (PMO), Medical Stores Department (MSD), Pharmacy Council, Tanzania Medicine and Medical Devices Authority (TMDA), TAMISEMI, National Institute of Medical Research (NIMR), supply chain actors, NGOs, private sector importers, distributors, wholesalers, and associations, and donor agencies and foundations
- Develop knowledge management and communication strategies to promote the dissemination and uptake of our work
- Represent Tanzania aspects of the MSP portfolio within R4D, and actively collaborate with others in the organization

Effectively manage high-impact projects and teams

- Provide day-to-day management of 1-3 projects ensuring effective execution of all programmatic workstreams. Develop project work plans and ensure timely execution of activities, including proactively and creatively managing problems that arise and anticipating ways to avoid them
- In coordination with MSP leadership, provide people management, by providing direction, input, and coaching to team members based in Tanzania; this may include supervisory responsibilities.
- Contribute to the continued evolution of a positive and collaborative team culture

You're a great fit if you are:

- Genuinely passionate about markets-based approaches to drive sustainable impact
- A strong communicator with excellent interpersonal skills, able to vary one's style based on the audience and distill complex concepts into clear messaging,
- Energized by managing and executing on complex projects in global contexts, specifically in low- and middle-income countries
- Highly analytical, and a structured and creative problem solver
- A culturally sensitive relationship manager who is enthusiastic about supporting team members' professional growth
- Collaborative, approachable, and invested in enabling a positive working environment
- Willing to travel domestically and internationally, per project need

Your experience should include:

- Master's degree in public health, public policy, business/management or other related advanced degree preferred
- Minimum 7 years of relevant work experience. Preference is given to candidates with experience conducting market research or analysis, developing product introduction/scale-up strategies, developing and implementing commodity financing strategies and/or expanding access to healthcare, specifically in low- and middle-income countries
- Track record of building trust, forging partnerships, and conducting advocacy across a wide variety of stakeholders in multicultural environments and across public and private sector actors; experience working closely with the Tanzanian government is particularly relevant
- Demonstrated experience leading the development of high-quality analysis from conceptualization to completion and leveraging that analysis to drive action by decision-makers for ultimate impact
- Strong written and verbal communication skills, including demonstrated ability to develop and deliver compelling presentations

- Experience managing teams across multiple workstreams and enthusiastic about supporting team members' professional growth
- Ability to think strategically, handle ambiguity and work in a fast-paced, open-structure, multicultural environment, and geographically distributed team
- Significant experience in Tanzania or East Africa strongly preferred
- Fluency in Kiswahili a plus

Results for Development is an EOE/M/F/Vet/Disabled/Affirmative Action Employer committed to fostering

and nurturing an energetic, collaborative and diverse workforce. R4D provides market-competitive salaries and comprehensive employee benefits.

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