**PIVOT SCIENCE – Medical Director**

**Organizational Profile**PIVOT (www.pivotworks.org) is a global health care NGO guided by the principle that all people have intrinsic worth and deserve to live healthy and productive lives. As a social justice organization working in a setting of extreme poverty and disease, PIVOT’s core objective is to address social inequity by advancing universal access to quality healthcare, while creating a health care system that can serve as a model for the country of Madagascar. Since 2014, PIVOT has partnered with the government of Madagascar to strengthen the health system and create a model health district in Ifanadiana district, adjacent to Ranomafana National Park and 11 hours from the capital. The district has a catchment area of 200,000 people, more than 75 percent of whom live in extreme poverty.

PIVOT collaborates directly with the Madagascar Ministry of Health (MoH) to strengthen a district hospital, 21 health centers, and community health programs. The model is advanced across three major components: 1) horizontal readiness (e.g. infrastructure, supply chain, personnel), 2) vertically integrated clinical programs (e.g. maternal and child health, malnutrition, tuberculosis), and 3) data systems and research. Currently, PIVOT is a 187-person organization with 6 international staff in Madagascar, and a United States-based headquarters.

**Position Overview**

PIVOT is recruiting a Medical Director to lead its medical programs in rural Madagascar as part of its Senior Management Team, with a focus on these key responsibilities:

* Work with PIVOT’s National Director, Technical Advisor, Chief Medical Officer, and Senior Medical Advisor to develop clinical programs that can meet PIVOT's mission to build a model health district that can be replicated across Madagascar and in other countries.
* Lead and continue to build and strengthen a clinical team that will execute the clinical objectives of PIVOT’s three-year operational plan, which has a goal to reach universal health coverage in a collaboration with the Madagascar Ministry of Public Health (MOPH) by 2022 .
* Work with PIVOT’s four Deputy Medical Directors to develop and manage a clinical budget associated with this work.
* Provide the US-based and Madagascar-based management teams with technical input and strategic advice on clinical staffing, programs, partnerships, and grants.
* Train PIVOT and MoH staff in both programmatic and individual clinical care of patients. Spends time seeing patients and providing clinical support, mentorship and guidance to improve quality of care and improve programs.

**Key Relationships**

* Reports to the Country Director based in Ranomafana, Madagascar.
* Supervises the following positions:

o Deputy Director of Social Programs and Community Health

o Deputy Director of Primary Care

o Deputy Director of Hospital Care

o Deputy Director of Biomedical Services

* Provides technical support to partnerships with local, regional, and national MoH staff, other

nongovernmental organizations (NGOs) working in partnership with PIVOT, and donors as needed.

**Qualifications**

* **MD required**. A licensed physician who has completed residency training - preferably in the fields of internal medicine, family medicine, internal medicine, pediatrics, or emergency medicine.
* Experience in a leadership role, preferably in the field of global health.
* Experience working in a resource-limited setting.
* Experience with project management and budget development.
* Strong written and oral communication skills.
* Professional French and English language proficiency required including reading, writing and conversing. The office and medical team in Madagascar operate in French, while the headquarters and board of directors operates in English.
* Malagasy language ability considered an extraordinary asset, as is any substantial experience in Madagascar or working with the Malagasy public health system.
* Ability to work within Malagasy culture and norms with the aim of mentoring Malagasy and expatriate staff.
* Long-term commitment to living and working in rural Madagascar, at least 75% of the year. This is a full-time field position, but if applicants are interested in working up to 8 weeks a year at a medical institution in their home country in order to maintain their clinical skills, this can be accommodated.
* Demonstrated commitment to global health, social justice and working in solidarity with the rural poor. It is critically important to believe strongly in the work PIVOT does, to advocate on behalf of the patients, and truly enjoy working to fulfill the mission of the organization in accordance with our values.

**To Apply**

Please submit your CV and letter of interest to jobs@pivotworks.org no later than **February 29, 2020**.

Applications will be considered and interviews scheduled on a rolling basis. Please refer to the job title in the title of your email.

Your letter of interest should set out your overall vision to lead PIVOT's clinical programs through a Ministry of Health - PIVOT universal healthcare collaborative effort starting in 2020.

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**PIVOT Science - Primary Care Mentor**

**Organizational Profile**

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**Position Overview**

• Work in close collaboration with PIVOT’s Deputy Director of Primary Care to improve the quality of care at the health center level in Ifanadiana District, Madagascar.

• Plays a key role in PIVOT’s district-wide strategy for advancing primary care for the people of Ifanadiana District, working in partnership with relevant district- and national-level Ministry of Health (MOH) staff.

• Work with PIVOT and MOH staff on improvements to already existing programs for under-five care, childhood malnutrition, family planning, antenatal care, and tuberculosis

• Works with relevant staff to develop new programs that would improve clinical care for adults and adolescents across all clinical areas.

• This individual should have the ability to work on design and management of clinical programs, while also engaging in direct clinical care and clinical education and mentorship on a weekly basis.

**Key Relationships**

• Reports directly to the Medical Director.

• **Mentors, advises and accompanies clinical staff** and managers as determined by the Deputy Director of Primary Care in consultation with the Medical Director, Chief Medical Officer, and Country Director based on clinical priorities.

• Partners with the Ministry of Health and other key technical partners, as appropriate.

**Qualifications**

• Experience in a leadership role, preferably in the field of global health.

• **M.D. required**. Completion of residency training in Internal Medicine, Pediatrics, or Family Medicine is strongly preferred, but not required.

• Experience with medical education and clinical program design, and deep commitment to mentorship.

• Professional French language proficiency required including reading, writing and conversing – proficiency in English considered a plus.

• Malagasy language ability considered an extraordinary asset, as is any substantial experience in Madagascar or working with the Malagasy public health system.

• Demonstrated commitment to global health, social justice and working in solidarity with the rural poor. It is critically important to believe strongly in the work PIVOT does, to advocate on behalf of the patients, and truly enjoy working to fulfill the mission of the organization in accordance with our values.

**Requirements**

• Long-term commitment to living and working in rural Madagascar.

• Ability to embrace Malagasy culture and customs with the goal of mentoring other Malagasy and expatriate staff on high-quality clinical care for children.

• Embrace fully the “mentor” and capacity building approach.

• Strong written and oral communication skills.

• Flexibility, patience, and ability to adapt to a rapidly changing environment.

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**PIVOT Science - Maternal Health Manager**

**Organizational Profile**PIVOT (www.pivotworks.org) is a global health care NGO guided by the principle that all people have intrinsic worth and deserve to live healthy and productive lives. As a social justice organization working in a setting of extreme poverty and disease, PIVOT’s core objective is to address social inequity by advancing universal access to quality healthcare, while creating a health care system that can serve as a model for the country of Madagascar. Since 2014, PIVOT has partnered with the government of Madagascar to strengthen the health system and create a model health district in Ifanadiana district, adjacent to Ranomafana National Park and 11 hours from the capital. The district has a catchment area of 200,000 people, more than 75 percent of whom live in extreme poverty.

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**Position Overview**

• Work with PIVOT’s Medical Team to improve clinical care at all levels of the healthcare system (community, primary care, and hospital) for the girls and women of Ifanadiana District.

• Work closely with Ministry of Health staff and other relevant PIVOT staff to improve and expand existing maternal health programs, including family planning, prenatal care, labor & delivery services, and obstetric and gynecological care (including cesarean sections) across all levels of the healthcare system.

• Assist the Community Health and Medical Education Managers in the development of community and facility sensitization materials and campaigns for maternal health, as well as with the development/improvement of clinical protocols for community-based care on issues including teen pregnancy, facility-based delivery, family planning, and antenatal care.

• Coordinate with other team members on expansion of maternal health services from the government-run facilities that PIVOT currently supports to eventual district-wide coverage.

• This position will involve working on the design and management of clinical programs related to maternal and reproductive health, while also engaging in direct clinical care and clinical education and mentorship of other clinicians on a regular basis.

**Key Relationships**

• Reports directly to the Deputy Director of Hospital Care.

• Works closely with the Deputy Director of Community Health and Social Programs, the Deputy Director of Primary Care, and the Deputy Director of Biomedical Services.

• Works across all levels of the healthcare system (community, primary care, and hospital) with other clinical managers.

**Qualifications**

• Advanced degree in medicine, nursing, midwifery, or public health required; medical doctor with specialized training in Obstetrics & Gynecology preferred, but not required.

• Experience working in healthcare post-graduation, with a preference for experience in resource-limited settings.

• Experience managing clinical programs and providing direct clinical care for women and girls.

• Professional French language proficiency required including reading, writing and conversing – proficiency in English considered a plus.

• Malagasy language ability considered an extraordinary asset, as is any substantial experience in Madagascar or working with the Malagasy public health system.

• Demonstrated commitment to global health, social justice and working in solidarity with the rural poor. It is critically important to believe strongly in the work PIVOT does, to advocate on behalf of

the patients, and truly enjoy working to fulfill the mission of the organization in accordance with our values.

**Requirements**

• Long-term commitment to living and working in rural Madagascar.

• Ability to embrace Malagasy culture and customs with the goal of mentoring other Malagasy and expatriate staff on high-quality clinical care for children.

• Strong written and oral communication skills.

• Flexibility, patience, and ability to adapt to a rapidly changing environment.

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**PIVOT Science - Maternal Health Manager**

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**Position Overview**

This position serves as the lead on all PIVOT Science operations, financial and grant management and reporting, supports donor stewardship, and as a lynchpin in coordination between the PIVOT Science and other domains of the organization. As a key member of a nimble team, the ideal candidate will be operations- and finance-minded, detail-oriented, and able to perform functions across many disciplines in both the administrative and strategic realms. This role reports directly to the PIVOT Science Director, and collaborates with the rest of the PIVOT Science team as well as PIVOT teams in finance, development, and communications. PIVOT Science was formally approved by the PIVOT Board of Directors in 2019 and this position will help launch this new initiative.

**Specific Responsibilities**

*Budget and Grant Management*

* Serve as budget manager and budget approver of PIVOT Science budget
* Lead the annual budgeting and mid-year review processes for the PIVOT Science
* team
* Prepare quarterly reports on PIVOT Science financial performance variance for the
* Board of Directors
* Serve as lead financial architect of new funding opportunities related to research
* Manage research grant budgets, including those with activities across teams,
* coordinating closely with local grant managers and programmatic leads to ensure
* appropriate financial performance and compliance to grant terms
* Oversee the submission of all financial paperwork and reports for PIVOT Science
* team members, ensuring correct coding and fund allocation

*Operations and Administration*

* Lead annual work planning process for PIVOT Science, ensuring that activities requiring support from other teams are possible and clearly communicated
* Draft, enforce, adapt as needed PIVOT Science operational policies
* Ensure PIVOT Science is accurately and adequately represented in internal and external PIVOT communications, including through orientation of new hires
* Support the administrative needs of external collaborators and team members, including contracting, travel, procurement, and expense approval
* Draft content for PIVOT Science, including presentations, external reports, and communications materials
* As a member of a small, dynamic team, offer general administrative and logistical support to US-based PIVOT Science team as needed

*Strategy, Development and Communications*

* Create and adapt multi-year cost models to drive planning and fundraising decisions for PIVOT Science
* Work closely with team members across the US and Madagascar offices to innovate new ways to maintain strong integration across teams
* Support the PIVOT Science Director and PIVOT Development team to source and respond strategically to new funding sectors and opportunities
* Work closely with Development and Communications team members across the US and Madagascar

**Qualifications**

* Bachelor’s degree required; Master’s degree in relevant area of study preferred.
* Some overall professional experience in non-profit operations, ideally with a focus on financial grant management.
* Grant management and compliance experience strongly preferred, particularly within the public sector.
* Immense attention to detail and established positive performance in administrative roles.
* Must have humility and drive to thrive in a mission-driven, versatile role that is both systems-related and strategic.
* Ability to travel internationally from time to time.
* Experience with or exposure to global health research, preferred.
* Passion for social justice, the mission & values of PIVOT, and the idea of working in solidarity with the rural poor of Madagascar.

**Languages and Technical Competencies**

* Proficiency in French, spoken and written, preferred.
* Fluency in Excel required, experience with QuickBooks a plus
* Familiarity and comfort with GSuite, including Gmail, Docs, Sheets, and Drive.
* Capable of productively using tools like Slack and Asana to manage workflows with teams.

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