

JOB DESCRIPTION

Job title:	Research Coordinator - SMC	Location:	Nampula, Mozambique
Department:	Technical	Length of contract:	Indefinitely
Role type:	National	Grade:	9
Travel involved:	Up to 20% travel to field sites on a regular basis	Safeguarding level:	2, moderate risk
Reporting to:	Line manager: Project Manager – SMC Dotted line manager: - Research Advisor	Direct reports:	Temporary research assistants and data collectors

Organisational background

Established in 2003, Malaria Consortium is one of the world's leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

Country and project background

Malaria Consortium began working in Mozambique in 2005, supporting the development of distribution systems for long lasting insecticidal nets in the country. Our work grew from there to focus on public health communications that sought to increase malaria awareness and preventive behaviours, particularly among school children and teachers. Using malaria as an entry point, we expanded into integrated community health projects that focused on diagnosing and treating the most common childhood illnesses – mainly malaria, pneumonia and diarrhoea. Most recently Malaria Consortium introduced a mobile health platforms (upSCALE) for the community health workers country program and a new initiative to strengthen surveillance system in Mozambique for better decision making based on timely and reliable malaria data. Throughout, we have consistently strived to integrate our work into government-led health programmes and ensure sustainability.

To prevent malaria in those most vulnerable to the disease's effects in areas where malaria transmission is seasonal, the World Health Organization (WHO) recommends seasonal malaria chemoprevention (SMC). SMC is the intermittent administration of monthly courses of sulfadoxine-pyrimethamine (SP) and amodiaquine (AQ), or SPAQ, to children between 3 and 59 months during the rainy season. Malaria Consortium has been a leading implementer of SMC since the WHO issued its recommendation to scale up the intervention in 2012. In 2020, the programme aims to reach around 11 million children in Burkina Faso, Chad and Nigeria, mainly using philanthropic funding received as a result of being awarded Top Charity status by GiveWell.

Because resistance to SP is widespread in East and Southern Africa, SMC has so far only been implemented across the Sahel zone of West Africa. However, it has been suggested that SP may retain its protective efficacy even in areas where resistance is high. There is therefore a need to test the feasibility and efficacy of SMC in areas in Eastern and Southern Africa where malaria transmission is seasonal. In collaboration with the National Malaria Programme in Mozambique, Malaria Consortium is planning to conduct a pilot, which would involve administration of four monthly cycles of SMC to a target population of around 75,000 children under five in two districts of Nampula province, starting in November 2020.

Job purpose

The purpose of the role is to lead the implementation of research activities on Malaria Consortium's SMC pilot project in Mozambique. The Research Coordinator will provide technical assistance and coordinate research in three districts of Nampula province on behalf of Malaria Consortium, working closely with partners and conforming to Mozambique's health standards and norms.

Scope of work

The Research Coordinator will be responsible for leading the technical components of the SMC pilot project in terms of its technical design, implementation and giving technical input. The post holder will also be accountable for liaising with internal and external technical stakeholders and managing research uptake activities.

Key working relationships

The RC will have key working relationships with Malaria Consortium's Country Director, Head of Monitoring, Evaluation and Surveillance, SMC Project Manager, Finance Officer and HR focal point. They will also interact with other Malaria Consortium staff working on Malaria Consortium's global SMC programme, including the Head of Technical East & Southern Africa, Research Advisor and SMC Programme Director. Taking the lead on research, they will also engage with relevant external technical stakeholders.

Key accountabilities

1. Technical (40%)

- Provide technical input and day to day management on the programming, planning and implementation of all research projects as part of the MC SMC programme in Mozambique
- Ensure quality and rigor in the collection, management and analysis of qualitative and quantitative data
- Support the development and implementation of all necessary training before any research implementation, including supporting other research and MC staff as required

- Proactively collaborate with wider Malaria Consortium's Technical team (CTC, M&E, Research Specialist, etc.), including participating in relevant community of practice (COP) meetings, capacity development activities and any other required activities
- Develop strong research concept notes as required, in collaboration with the Mozambique and UK teams

2. Management (30%)

- Contribute to the management of all research-related project resources (HR, Logistic, Finance)
- Manage the implementation the SMC research projects at field level
- Participate in the process of procuring required resources for SMC research projects, including hiring research assistants, supplies and all other requirements of these projects
- Understand and participate in relevant national research programmes and working groups as agreed with MC country team and feedback regularly to the MC Mozambique technical group on relevant research updates and developments at a national level

3. Reporting (30%)

- Compile, review and prepare relevant research activity reports and ensure that they are technically appropriate, accurate and in line with programme objectives and targets
- Document best practices and success stories for programme learning and improved programme performance
- Work closely with the finance team to ensure timely financial reporting and assistance for audits

Person specification

Qualifications and experience:

Essential

- MSc in Public Health, Global Health, Sociology, Anthropology, or a related social science discipline, or another post-graduate qualification with a substantial qualitative research component
- Substantial experience in social science research design, management and implementation
- Demonstrable experience designing topic guides and carrying out qualitative interviews and/or focus group discussions
- Demonstrable experience in transcribing and analysing qualitative data
- Experience of building positive working relationships between NGOs and MoH

Desirable

- Experience in using qualitative data analysis software (NVivo/MAXQDA)
- Experience of working with an INGO

Work-based skills and competencies:

Essential

- Strong leadership skills and a supportive attitude towards team members
- Excellent research technical skills (epidemiology, statistical analysis etc.)
- Excellent diplomacy and stakeholder liaison skills
- Excellent communication and presentation skills
- Good technical writing skills
- Experience in developing training materials, carrying out and supervising trainings

- Fluent in both written and spoken English

Core competencies:
Delivering results
<p>LEVEL C - Supports others to achieve results</p> <ul style="list-style-type: none"> ✓ Displays a positive and enthusiastic approach and is not deterred by setbacks, finding alternative ways to reach goals or targets ✓ Supports others to plan and deliver results ✓ Supports others to manage and cope with setbacks
Analysis and use of information
<p>LEVEL C - Works confidently with complex data to support work</p> <ul style="list-style-type: none"> ✓ Interprets complex written information ✓ Works confidently with data before making decisions, for example; interpreting trends, issues and risks ✓ Acquainted with the validity, relevance and limitations of different sources of evidence
Interpersonal and communications
<p>LEVEL C - Communicates complex technical and/or sensitive/high risk information effectively</p> <ul style="list-style-type: none"> ✓ Communicates complex operational, technical and strategic issues clearly and credibly with widely varied audiences ✓ Uses varied communication to promote dialogue and shared understanding and consensus across a variety of audiences ✓ Influences internal and external audiences on specific issues ✓ Scans the internal and external environment for key information and messages to support communications strategies
Collaboration and partnering
<p>LEVEL C - Builds strong networks internally and participates actively in external networks and think tanks</p> <ul style="list-style-type: none"> ✓ Builds strong networks internally ✓ Participates actively in external networks and/or think tanks ✓ Engages with relevant experts to gather and evaluate evidence ✓ Shares and implements good practice with internal and external peers
Leading and motivating people
<p>LEVEL C - Effectively leads and motivates others or direct reports.</p> <ul style="list-style-type: none"> ✓ Gives regular, timely and appropriate feedback, ✓ Acknowledges good performance and deals with issues concerning poor performance ✓ Carries out staff assessment and development activities conscientiously and effectively ✓ Develops the skills and competences of others through the development and application of skills ✓ Coaches and supports team members when they have difficulties
Flexibility/ adaptability
<p>LEVEL C - Supports others to cope with pressure</p> <ul style="list-style-type: none"> ✓ Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems and supports others to do the same ✓ Adapts team approach, goals, and methods to achieve solutions and results in dynamic situations ✓ Sets realistic deadlines and goals for self or team
Living the values

LEVEL C - Supports others to live Malaria Consortium's values

- ✓ Demonstrates personal integrity by using role position responsibly and fairly
- ✓ Cultivates an open culture within the wider team, promoting accountability, responsibility and respect for individual differences

Strategic planning and thinking and sector awareness

LEVEL B - Keeps up to date with the internal and external environment

- ✓ Takes into account economic, political and other business factors when drawing up medium and long-term plans, covering both public and private sectors
- ✓ Looks beyond the immediate operations to prospects for new business
- ✓ Engages with appropriate internal and external sources to establish major influences on future plans