



Job Description

Job Title: Systems Transformation Coach

Location: Tanzania

Employment term: Initial term of 18 months with potential for extension

Application deadline:

About Spark Health Africa

Spark Health Africa is a South African registered not-for-profit organisation with a unique approach to health system strengthening through transformative leadership development and a mindset shift. We seek to build resilient health systems by changing the work culture of professionals in African Ministries of Health through interactive workshops and thought partnership during on-the-job mentoring. Since our inception in 2011 we have worked with over 1,600 healthcare professionals across 9 African countries. We are launching a transformative leadership and culture change initiative in Tanzania working across the various sectors in early childhood development including health, education, community development, finance, and others.

Position Summary:

We are seeking a highly motivated and passionate Systems Transformation Coach to lead our efforts in driving organizational change within Early Childhood Development (ECD) in Tanzania. The ideal candidate will possess a unique blend of interpersonal skills, analytical acumen, and a deep commitment to improving the early childhood development ecosystem. While technical expertise is valued, we prioritize character traits such as emotional intelligence, perseverance, and a dedication to excellence.

Key Competencies:

Non-negotiable Traits:

- **Emotional Intelligence:** High level of self-awareness, self-regulation, and self-motivation.
- **Grit:** Ability to cope with pressure and challenges, demonstrating perseverance and persistence.
- **Passion:** Enthusiasm and commitment to the mission of transforming public sector systems.
- **Commitment:** Dedication to excellence and achieving desired results.
- **Self-directed Learner:** Curiosity and willingness to continuously learn and grow.

- **Understanding and Managing Complexity:** Agility and adaptability in navigating complex environments.
- **Interpersonal and Relationship Building:** Ability to build strong relationships and effectively manage stakeholders.
- **Collaborative:** Proven ability to work collaboratively within a team and across different levels of authority.

Important Skills:

- **Critical Thinking:** Strong strategic and problem-solving skills.
- **Analytical Skills:** Ability to analyse data to drive decision-making and system improvement.
- **Professional Writing Skills:** Proficiency in written communication to articulate complex concepts with clarity.
- **Public Speaking Skills:** Ability to effectively communicate ideas and engage audiences.
- **Teaching/Mentoring Experience:** Experience in mentoring and coaching teams to achieve desired outcomes.

Good-to-Have Skills:

- **Technical Expertise:** Relevant experience in data analysis or clinical expertise.
- **Creativity and Innovation:** Ability to think creatively and innovate solutions.
- **Relevant Credentials:** Certifications or qualifications related to public health or systems transformation.
- **Awareness of ECD Landscape:** Understanding of the ECD ecosystem in Tanzania.
- **Organizational/Self-Management:** Strong organizational skills and ability to manage multiple tasks effectively.

Roles and Responsibilities:

Training, Coaching, and Mentoring

1. Develop workshop agendas and materials.
2. Prepare coaching session materials, including presentations and case studies.
3. Design, administer and analyse pre- and post-training surveys to assess changes in knowledge and application.
4. Schedule and facilitate capacity development coaching and mentoring sessions with multisectoral teams.

Stakeholder Engagement and Collaboration

1. Engage with stakeholders to secure their participation and support.
2. Liaise with stakeholders to align coaching session topics.
3. Share progress reports and success stories with stakeholders.
4. Facilitate communication channels for cross-fertilization of ideas among stakeholders.
5. Conduct regular meetings and consultations with stakeholders.

Monitoring & Evaluation

1. Capture photos, videos, and written accounts during workshops and sessions.
2. Analyse and interpret survey data collected before and after sessions.
3. Implement a monitoring and evaluation framework to track program progress.
4. Establish a system for documenting stories and evidence of improved capacity.

5. Develop reporting templates and guidelines for compiling data and progress reports.
6. Communicate with stakeholders to coordinate activities and share information.

Qualifications:

- Must be a Tanzanian citizen.
- Tertiary-level qualification in a relevant field.
- Extensive skills in Early Childhood Development program.
- Fluency in English (speaking, reading, and writing).
- Solid skills in Excel, Word, and PowerPoint.
- Deep understanding of systems transformation.
- Knowledge of project management will be an added advantage.

This position offers a unique opportunity to drive meaningful change in the public health sector and contribute to improving Early Childhood Development outcomes for Tanzanian children. If you are passionate about making a difference and possess the necessary skills and traits, we encourage you to apply.

How to apply

Email a CV, cover letter, and at least 2 references to recruitment@sparkhealthafrica.co.za.

Salary will depend on the candidate's qualifications and will be commensurate with experience and education.

Spark Health Africa is an equal-opportunity employer.