



Chief Executive Officer

Career Opportunity

Population Services Kenya (PS Kenya) has been measurably improving the health of Kenyans since 1989. Our approach harnesses the vitality of the private sector to improve health outcomes for “Sara”- our archetype that focuses our interventions. We address the most serious health challenges affecting resource - poor and vulnerable communities in Kenya, including HIV/AIDS, reproductive health, non-communicable diseases and the greatest threats to children under five including malaria, diarrhea, pneumonia and malnutrition.

PS Kenya is looking for an experienced person to take charge of the strategic and business aspects of the organization. Reporting to the Chair of PS Kenya Board of Directors, the CEO will build the foundation of PS Kenya as an independent Kenyan focused Kenyan led, Kenyan owned organisation and embed diversified operating and funding models, harness the power of social enterprise, leverage relationships with national and county governments and donors, build corporate partnerships, to improve the health of all Kenyans through a strong, growing, relevant and sustainable organisation.

KEY RESPONSIBILITIES:

Strategy

Liaise with the Board Chair in leading the development and execution of the strategic plan and ensure that programs and resources (financial, human, infrastructure) are aligned to agreed strategy.

Leadership

Develop a cohesive, motivated and high performance management and staff team.

Assign key corporate responsibilities to each of the department directors to improve overall management and ensure achievement of strategic and organizational goals.

Chair senior management team meetings and set the agenda to ensure strategic objectives are established and met.

Ensure high performance of the directors and continuously assess the progress of their teams.

Stakeholder Engagement

Represent and advocate for PS Kenya to partners and stakeholders, including NGOs, multi-lateral organizations, donors and national and local (county) level governments.

Develop and maintain strong external relations, in particular with government, donors, and public and private sector partners.

Business Development

Lead the execution of organizational development and improvement plans, including Platform Assessment Tool, Platform Improvement Plan, and other key PSI initiatives.

Lead and oversee all activities of business development and program design and participate in decision making of new investments, proposal development, partnership formation and budgeting.

Liaise with COP for both USAID and DFID.

Program

Lead in converting marketing ideas, concepts, and strategies into programmatic reality and spearhead strategic thinking in partnership with senior management and teams through the development of actionable marketing plans for products, services, and communications, including market strategies.

Responsible for overall achievement of program objectives and targets - behavioral, product and service, and DALY/CYPS, and VfM.

Coordinate and review donor reports, including financial and programmatic reports as required by donors and PSI and share best practices and lessons learnt in relevant documentation.

Finance

Co-Lead the development and overall management of program budgets while overseeing internal controls and accountability mechanisms.

Ensure sound sub-award management and financial management, including programmatic budgeting, quarterly spending projections, monthly spending reviews, and monitoring of payments.

Expand, monitor, and identify opportunities for increased efficiencies and cost effectiveness and ensure best value for money while ensuring effective use and coordination of donor resources and the compliance of the financial systems and controls with relevant donor standards.

Compliance

Ensure program compliance to local laws, regulations, and audit requirements and risk management plans, including financial and other reporting requirements as dictated by the GoK, donors and PSI/Washington.

KEY PERFORMANCE INDICATORS

1. Improved Health Impact;
2. Achievement of Strategic Plan Goals and objectives and Organizational Annual Performance; Management Plans;
3. Achievement of Key milestones as laid out in Professional Development Plan;
4. Effective innovation, development and implementation of health programs;
5. Sufficient funding of new projects and initiatives and effective budget management; and
6. Solid PSI/PS Kenya partnership.
7. Motivated and high performing teams and individuals who actively contribute to programmatic and strategic priorities.

PERSON SPECIFICATIONS

The ideal candidate will have a business mindset with good exposure in the health sector and will be able to see the “big picture” in a variety of settings. In particular he/she will have:

Academic Qualifications

Both a Master’s level and Bachelor’s level degree in a relevant field such as Business Administration, Strategic Management, Communications, Marketing or Public Health.

Experience

Minimum of 10 years’ work experience in Business Management, Public Health or Marketing, four (4) of which must be at senior management level;

Experience in healthcare business management, health marketing, financial management and community development, with familiarity with diverse business functions such as sales and marketing, finance, human resources and supply chain. Experience in public relations and communications will be an added advantage.

In-depth working knowledge of corporate governance and general management best practice.

Extensive knowledge and experience working with donors/development partners in health and a deep understanding of the health systems and service delivery context in Kenya.

Experience in new business development, developing profitable strategies and implementing vision.

Skills and Competencies

A visible and present leader with strong people engagement, with the ability to lead, build, develop and direct diverse teams to deliver to high performance targets and standards, by motivating and encouraging consensus and partnering at all levels to produce high quality results.

Strategic thinker with good commercial acumen and the ability to identify opportunities in a changing environment and capitalize on them.

An outstanding communicator with excellent interpersonal and influencing skills, the ability to build relationships, network, communicate, present, negotiate and resolve conflicting agenda and interests of diverse stakeholders.

Good analytical and critical thinking skills, problem-solving, judgment and decision-making skills. A proven capability to provide gainful insight and practical and pragmatic solutions to challenges with a bias towards action.

An adept manager of processes with strong organizational, planning, prioritisation and execution skills and the ability accept accountability with a results oriented approach to achievement of objectives.

A demonstrated ability to drive change and transformation.

An enthusiastic, decisive, pragmatic and dynamic hands-on individual with a sense of urgency, attention to detail and unquestionable integrity.

Computer literate.

Experience working with or interacting with a Board.

APPLICATION PROCESS

If you are interested in the above position and meet the criteria stated, please send in your application via electronic mail to our recruitment partner recruitment@tgagroupea.com attaching a full résumé / curriculum vitae and details of your current salary package in Microsoft Word Document (.doc / .docx) format. Interviews for the position will commence the week of 26th March for successful applicants.