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| **Job Description** | |
| Name |  |
| Job Title: | Private Sector Engagement Manager |
| Department: |  |
| Reporting Line: | Private Sector Engagement Advisor |
| Commitment: | Full Time |
| Level |  |
| Duty Station: | Head Office |
| Date: |  |

**Urban Health Activity:** Population Services International Uganda is a member of the Jhpiego-led consortium implementing a five-year Urban Health Activity in Kampala, Mukono and Wakiso with funding from the United States Agency for International Development (USAID). The Activity aims to strengthen urban health systems and improve equitable health outcomes by working with districts, municipalities, and the Kampala Capital City Authority to provide quality primary healthcare (PHC) services. It also focuses on optimizing available resources and enhancing private sector capacity to ensure sustainable improvements in health outcomes and a more resilient urban healthcare system. The Activity will address poor quality of care, congestion in public health facilities, uncoordinated referral system, weak community and surveillance structures, limited private sector capacity, and gaps in enabling environment results in poor health outcomes. The project's key expected results include the following: improved access to and use of quality, maternal, newborn and child health (MNCH), family planning/reproductive health (FP/RH), nutrition, and malaria services and improved disease outbreak response

**Job summary:** The Private Sector Engagement (PSE) Manager will contribute to the fostering strong relationships and collaborations with Ministry of Health, District Health Teams, Health Unit Management Committees, Facility In charges, implementing partners, the private sector, communities, and other key stakeholders in the target districts. S/He will have the opportunity to help strengthen private sector relationships that address key health challenges, as well as guide the private sector to achieve better health outcomes. This role focuses on empowering districts to drive private sector engagement in line with the USAID/Urban Health Activity goals, emphasizing collaboration, innovation, and high-quality primary health care.

**Duties & Responsibilities:**

**Job Description: Private Sector Engagement Manager**

1. **Market Analysis and Strategy development:**
   * Partner with districts to conduct comprehensive market assessments to understand the structure, needs, and gaps in the private health sector.
   * Analyze consumer behavior, service utilization trends, and barriers to access within the private health market and develop and implement innovative strategies to improve the availability, accessibility and affordability of health services
   * Identify and harness public – private collaboration opportunities to decongest public sector.
2. **Scale Quality Improvement Initiatives and capacity in Collaboration with Districts**
   * Collaborate **with district health teams** to enable private facilities to apply Self-Regulatory Quality Improvement System (SQIS+) and implement QI initiatives and build capacity to enhance the quality of care in private sector facilities.
   * **Collaborate with districts to** strengthen linkages between central (hub) and peripheral (spoke) facilities for efficient service delivery and resource allocation.
   * **Work with districts to conduct** community engagement and education campaigns, raising awareness of patients' rights to quality healthcare within private sector facilities.
   * **Support districts in scaling** systems that allow patient feedback on services, ensuring timely responses and improvements.
   * Strengthen collaboration with districts to lead improvements in patient referral pathways and systems for public and private health facilities within the Greater Kampala Metro Area (KMA), ensuring efficient and coordinated processes for specialized care.
3. **Accreditation standards, and quality assurance (QA) systems**
   * Partner with districts to develop and support private facilities in meeting national accreditation and quality standards through ongoing training and capacity building.
4. **Facilitate the Implementation of Innovations in Healthcare Delivery**
   * **Work with districts and stakeholders** to promote the adoption of new technologies and innovative approaches to improve healthcare delivery and patient outcomes.
5. **Strengthen Integrated Service Delivery Model and High-Impact Practices** 
   * **Collaborate with districts** to ensure private sector health services are aligned with integrated service delivery models and high impact practices, providing comprehensive and coordinated care in areas such as maternal health, nutrition, family planning, and child health.
6. **Partnerships and Collaboration:**
   * Forge strategic partnerships with private sector stakeholders, including professional associations, NGOs, and donors.
   * Support districts to assign and mentor Public Private Partnership in health focal persons
   * Support mapping of private sector partners including non-health actors for collaboration.
   * Actively engage in networks and forums to support PSE and promote involvement of key stakeholders to enhance collaboration and innovation in the target districts.
   * Promote linkages between the public and private sectors in the target districts.
7. **Implement Sustainable and Equitable Business Models**
   * Collaborate with districts to promote the adoption of business models that ensure long-term sustainability and equity in private healthcare services.
   * Facilitate district-led efforts to support private sector access to resources and partnerships for financial viability and service quality.
8. **Collaboration, Learning and Adaptation** 
   * Partner with districts to ensure effective knowledge management systems document lessons learned, best practices, and share insights with stakeholders to inform policy and practice.
9. **Leadership and Management**
   * Provide strategic leadership in collaboration with districts for private sector engagement initiatives, ensuring alignment with organizational goals and MoH priorities.
   * Work with district leadership to manage partnerships with private healthcare providers, fostering strong collaboration and accountability.
   * Mentor and support district staff involved in private sector engagement efforts, promoting a culture of continuous learning and improvement.

**Qualifications**

* Master’s degree in Public Health, Business Administration, or related field
* Minimum of 8 years of experience in private sector engagement, health systems strengthening, or a similar role within healthcare.
* Strong knowledge of public health systems, particularly in the areas of family planning, maternal and child health, nutrition, and integrated service delivery.
* Experience working with private healthcare providers, government stakeholders, and international organizations.
* Demonstrated success in leading quality improvement and service delivery initiatives in the private sector.
* Excellent communication, leadership, and project management skills.

**Experience:**

* Experience in marketing ethical products and services.
* Experience designing and delivering user-centered programs.
* Demonstrated success in strengthening the health system including functionalizing referral systems, leading quality improvement and service delivery initiatives in the private sector.
* Excellent communication, leadership, and project management skills.
* Experience in designing programs that integrate gender-transformative approaches.

**Key competences**

* Results-driven with track record of delivering results for large, cross-functional, projects.
* Partnership building with strong interpersonal skills
* Demonstrable successes in launching new products, services, and processes.
* Excellent analytical and quick problem-solving skills with business skills.
* Demonstrable successes in using data to make strategic decisions, deploy budgets and resources to deliver results in a cost-effective way.
* Proven capacity builder having successfully developed teams and individuals enabling them to progress their careers within the field.
* Strong written and verbal communication skills with the ability to present complex information in a clear and concise manner to a variety of audiences.