**Director of Programs**

**Reports to:** Chief Executive Officer  
**Location:** Remote—will consider candidates in the U.S., sub-Saharan Africa, Europe or a similar time zone  
**Start Date:** January 2022 or as soon as possible  
**Travel:** Up to 20%

**Who we are**

D-tree International is a global digital health organization dedicated to ensuring that everyone has access to high-quality primary healthcare in underserved areas. We do this by working with governments to design, build and deploy digital tools for frontline health workers that improve their ability to deliver high-quality, evidence-based care. D-tree **engages** with governments to develop a shared vision for the potential of digital health, **demonstrates** the effectiveness of digital systems to improve health outcomes, and **accompanies** governments to scale these digital systems nationally and institutionalize them within their broader health systems.

D-tree has received funding from USAID, the Gates Foundation, Rockefeller Foundation, Foundation Botnar, Conrad N. Hilton Foundation, Crown Family Philanthropies, Human Development Innovation Fund, Packard Foundation, UN Foundation and more than 20 international NGOs. As a pioneer in the field of digital health, D-tree has supported more than 8,000 health workers serving over 5 million families in 16 countries throughout sub-Saharan Africa and Asia. Evaluations have demonstrated improved health impact through D-tree’s digital programs, including 27% reduction in maternal mortality, 50% increase in facility delivery rates, four-fold increase in postpartum follow-up, 70% increase in contraceptive prevalence rates and 15-fold improvements in health worker performance. In Zanzibar, D-tree is supporting the government to develop and institutionalize digital health initiatives at national scale, transforming service delivery and improving care for millions of people.

D-tree currently has offices in Zanzibar, Mainland Tanzania, and Malawi, with operations soon expanding to Zambia. In each location, we work with partners and the government to build and demonstrate the potential of digital health systems for frontline health workers and then support the government to scale these systems. We are seeking a collaborative and impact-driven Director of Programs, preferably based in sub-Saharan Africa or a similar time-zone, to oversee current programming and guide the growth of our work in these locations.

**What you will do**

The Director of Programs is accountable for ensuring that D-tree implements high quality programs across our geographies that are aligned with and promote D-tree’s strategic approach and objectives; exceed donor and partner expectations; and ultimately, improve access to high quality healthcare by strengthening health systems through digital technology. The Director of Programs will manage Directors in each of our country offices, providing strategic oversight and support while also ensuring that Directors and programs are on track to achieve key milestones. Finally, the Director of Programs will serve as a key member of D-tree’s executive team, contribute to D-tree’s organizational strategy, and ensure consistent alignment across D-tree’s organizational strategy and country programs.
Who you are

We are seeking a full time, motivated professional who excels at managing senior-level staff—providing guidance and support, while holding them accountable for achieving performance targets—in order to drive programmatic success. You are someone who has experience leading complex health programs, managing and leading teams, and cultivating partnerships to lead to new opportunities to expand our impact. You are someone who is just as comfortable serving as a strategic thought partner to Program Directors as you are in cultivating donor, partner, and government relationships. You have the ability to see the big picture, as well as have excellent attention to detail and are very proactive. You are passionate about leading senior-level teams and have demonstrated your ability to develop leaders and create a positive, supportive environment in which staff feel engaged, empowered and valued while championing program initiatives forward with excellence. You have strong technical skills and experience in digital health or health systems strengthening and are excited to contribute to D-tree’s organizational strategy and growth.

What you will do

Managing Directors / Program Quality and Growth

The Director of Programs is accountable for the quality and growth of our country programs and is therefore responsible for managing the performance of and supporting Directors in each of D-tree’s country offices (currently in Tanzania, Zanzibar, and Malawi, and soon Zambia). Key responsibilities include:

- Provide strategic oversight and thought partnership to Directors to promote Directors’ success in leading strong country teams that deliver high quality programs, which align with D-tree’s values, approach, and objectives.
- Manage Directors’ performance through key performance metrics, providing feedback regularly, and coaching Directors to strengthen skills in key areas, as needed, in order to succeed in their roles. Ensure that Directors succeed in their key areas of responsibility including team leadership; integrating programs into government systems; program quality and growth; and strategic partnership building.
- Support Directors to have clear goals and a strategic plan for each country program, which are aligned with D-tree’s organizational strategic plans. Ensure that these plans are regularly tracked and updated as environments or plans evolve.
- Oversee monitoring, evaluation, research and learning efforts across country programs in collaboration with country program leadership and D-tree’s global technical experts.
- Serve as a key facilitator across D-tree’s country offices and global team to connect staff with one another and take advantage of talent, tools, resources, and best-practices available across the organization.
- Ensure Directors are plugged in as part of the larger global team so that we work as one D-tree team and employ D-tree’s standardized, high quality approach across geographies.
- Keep track of the progress, opportunities, and challenges of each country program and regularly update the executive team, including elevating important or urgent items needing greater organizational attention.

Organizational Strategy and Growth
The Director of Programs will be a key contributor to D-tree’s executive team to guide the strategic direction of the organization, ensure consistent alignment across organizational and country objectives, and support D-tree’s organizational growth. Key responsibilities include:

- **Organizational strategy:**
  - Serve on D-tree’s executive committee and provide input on activities or decisions that are of strategic importance to D-tree.
  - Collaborate with executive team to define D-tree strategic priorities—through contributing country program insights, learnings and priorities to executive team conversations—and then work with Directors to integrate organizational strategic objectives into country plans and programs.
  - Engage D-tree’s executive team in developing and monitoring countries’ strategic plans.
  - Contribute to conceptualizing organizational structures to help D-tree programs succeed as we grow.

- **Stakeholder engagement and growth:**
  - Contribute to the design of new projects and writing of funding proposals.
  - Collaborate with CEO, Directors, and members of the executive team to engage with existing and potential donor or partner relationships, as it relates to D-tree’s programs, on an ongoing basis.

- Contribute to external communications, as needed, including representing D-tree at conferences or meetings, and developing blog posts or reports to contribute to the broader field of digital health.

**Qualifications**

- Minimum 10 years work experience with at least 5 years spent living and working in sub-Saharan Africa.
- Master’s degree in a relevant field (e.g. public health, global development) or equivalent work experience.
- Required prior work experience includes:
  - Managing senior staff—including coaching, thought partnership, skills building, and keeping staff accountable for achieving key performance targets; having done so in a remote working environment strongly preferred.
  - Serving as the director or leader of a country health program; having done so for a health systems strengthening or digital health program preferred.
  - Strategically engaging with governments and donors; having done so to strengthen health systems strongly preferred.
  - Cultivating diverse donor relationships (such as UN agencies, US government, private foundations) and identifying strategic opportunities for country program growth.
  - Managing, motivating and mentoring a dispersed multi-cultural team and demonstrated success in cultivating a positive environment for all team members.
- Contributing to organizational strategy and growth preferred.
- Superior analytical skills; ability to think logically and rationally about problems and solution oriented.
- Must be able to handle complex priorities, collaborate effectively with a distributed team, be persistent and work under tight deadlines with minimal supervision.
- Excellent written and spoken English required.
- Diverse donor relationships (such as UN agencies, US government, private foundations)
Application information
To apply for this role please follow the instructions below. Applications which do not meet these requirements will not be considered.

To apply for this position, please fill in the form here: https://forms.gle/su4NxnKny2KKUigP9

Deadline for applications: Open until filled

We highly encourage candidates from the sub-Saharan Africa region to apply.