



**EAST, CENTRAL AND SOUTHERN AFRICA HEALTH COMMUNITY (ECSA-HC)**  
**Vacancy**  
**for**  
**Researcher**

### **1.0 Background**

The East, Central and Southern Africa Health Community (ECSA-HC) is seeking to recruit a Researcher on a four-year global surgical systems research project: *Scaling up Safe Surgery for District and Rural Populations in Africa* (SURG-Africa). The project commenced on January 2017.

The Project is advertising for a Researcher with excellent quantitative methods skills (essential) and qualitative methods skills (desirable), plus ambition and drive, to join a cutting edge global health research team. The Researcher will contribute to study design, implementation, analysis and write-up as part of a global health team.

The Researcher will be accountable to the Director General of the ECSA-HC through the Chief Executive Officer COSECSA. The Researcher will work closely with the Tanzania Surgical Society with support from the Royal College of Surgeons in Ireland (RCSI) and researchers and implementers in the partner countries. The Researcher will be mainly based at Kilimanjaro Christian Medical Centre (KCMC) in the Northern Zone of Tanzania; and will spend time and work closely with colleagues at the Secretariat of the College of Surgeons of East Central and Southern Africa (COSECSA), based in Arusha.

### **2.0 The Project**

The East, Central and Southern Africa Health Community (ECSA-HC) is a member of an international consortium, implementing a new European Union Horizon 2020 program-funded global surgical research project: *Scaling up Safe Surgery for District and Rural Populations in Africa* (SURG-Africa). The research programme will provide evidence to ministries of health on how to scale up surgical systems to national level in Tanzania, Malawi and Zambia drawing on lessons from an earlier study ([www.costafrica.eu](http://www.costafrica.eu)).

The focus will be on building a national surgical information system for Tanzania and a model of effective and sustainable surgical supervision of district hospitals. A

participatory implementation research approach will be adopted, incorporating quantitative and qualitative research methods.

ECSA-HC will have overall responsibility for the design and delivery of the Tanzania specific research and implementation work package, working closely with TSA and COSECSA.

The international partners are the RCSI (project coordinator), Radboud University Medical Centre (RUMC), Netherlands; Oxford University, UK; College of Medicine, University of Malawi (CoM), and Surgical Society of Zambia (SSZ). RCSI will oversee the quantitative and qualitative research; Oxford overseeing the training and implementation of the intervention while RUMC will oversee the economic and policy-level research.

### **3.0 Roles and Responsibilities of the Post**

The principal responsibilities of the Researcher in Tanzania are to:-

- a) Coordinate the implementation of the intervention activities
- b) Contribute to the design and lead on implementation of the research activities and
- c) Coordinate intervention and research implementation in collaboration with the partner.

The specific responsibilities of the research will be to:-

- i. Contribute to the study design and quantitative and qualitative implementation of the research.
- ii. Facilitate ethics committee applications and reporting in Tanzania
- iii. Contribute to data collection tool development and undertaking and overseeing the piloting.
- iv. Conduct training and in-the-field supervision of data collectors.
- v. Oversee and ensure data transmission, data checking and cleaning; and data monitoring and feedback.
- vi. Undertake referral and district hospital visits where s/he will elicit support for the project; collect data from staff, project and hospital records; and verify data.
- vii. Contribute to the analysis of quantitative data.
- viii. Undertake interviews and focus group discussions, where necessary with the support of more experienced researchers.
- ix. Contribute to the design of the intervention package.
- x. Coordinate communication between the consortium and local partners to keep stakeholders up to date about progress on implementing the intervention.
- xi. Undertake field visits to support other partners in delivering the intervention.
- xii. Undertake qualitative data coding and analysis.

- xiii. Undertake research coordination activities, including communicating with and coordinating the activities of project partners in Tanzania
- xiv. Undertake communication and reporting to the European Commission including preparation of financial, management reports, and deliverables.
- xv. Access relevant reports and grey literature in Tanzania.
- xvi. Co-author and lead on academic papers and briefs.
- xvii. Communicate with national stakeholders and coordinate stakeholder events in Tanzania.
- xviii. Represent the best interests of the ECSA-HC and SURG-Africa Project at all times.
- xix. Perform such other duties as may be required.

While the position is based at Moshi – see <http://www.kcmc.ac.tz/> , the post-holder will be expected to spend periods of time in the field (mainly in the Northern Zone) to oversee and coordinate intervention and research activities. This will involve visits to referral and district hospitals to set up and oversee data collection; and to meet with and undertake interviews and focus group discussions with hospital staff.

The post-holder will be supported by and be able to consult with experts in research study design, quantitative and qualitative research methods, and economics. S/he will support the ECSA-HC PI in undertaking all necessary activities, including field work; communications with the partners and the EC project and financial management and reporting duties. S/he will contribute actively to the design and implementation of the research studies; and to data analysis, write up and publication / dissemination of findings.

#### **4.0 Reporting**

The post holder will report to Principal Investigators of the project in Tanzania; and will be supported and co-supervised by the RCSI-based Research Fellow.

#### **5.0 Education Qualifications & Experience**

- i. A first degree in Medicine, Medical Sciences or Social Sciences
- ii. A Master's degree in Biostatistics, Epidemiology, Community Health, Public Health or another project-relevant discipline that included quantitative research training.
- iii. Qualifications in quantitative research and or statistical packages are added advantages

#### **6.0 Work Experience**

- i. At least 3 years of work experience in biostatistics or epidemiology, or significant research experience in a project related area.
- ii. Evidence of excellent quantitative data management and analysis skills.
- iii. Evidence of excellent writing, communication and presentation skills, including excellence in MS Office (Word, Excel and Power point)
- iv. Evidence of research outputs, e.g. co-authored journal articles and/or conference abstracts and oral presentations, commensurate with previous research experience.
- v. Evidence of attention to detail and thoroughness in work practices and an ability to meet deadlines.
- vi. A capacity to work collaboratively and build relationships as part of a team
- vii. Competency in statistical analysis software packages such as Stata, SPSS, SAS and R.
- viii. Research or work experience in health services delivery in sub-Saharan Africa, ideally in Tanzania.
- ix. Experience with district health management and organization.
- x. Knowledge of the delivery of surgical services.
- xi. Experience in the implementation of quantitative research studies.
- xii. Experience in qualitative research methods.

## **7.0 Personal Attributes**

The post-holder needs to be self-motivated, demonstrate initiative, and have proven ability to develop her/his research skills and those of the partners.

## **8.0 Remuneration Package**

A competitive international package will be offered to the right candidate.

## **9.0 Contract Appointment**

This is a two-year performance based contract. The Contract is renewable upon satisfactory performance, subject to availability of funds and mutual agreement between the employee and the employer.

## **10.0 Method of Application**

This is an international competitive position and suitably qualified candidates are encouraged to apply for the post by submitting the following:

- i. A brief application letter justifying the suitability of the candidate for the post.
- ii. A detailed CV.
- iii. Certified Copies of Educational and Professional Certificates.
- iv. Names, addresses and contact details (telephone, fax and e-mail) of three referees.

All applications should be sent electronically, with supporting documents as attachments.

### **10.0 Method of Application**

Applications should arrive not later than 5.00 pm Wednesday 20<sup>th</sup> March 2017.

#### **All applications must be addressed to:**

The Director General

East, Central and Southern Africa-Health Community

Plot 157 Oloirien, Njiro Road

P.O. Box 1009 Arusha, Tanzania

E-mail: [vacancies@ecsa.or.tz](mailto:vacancies@ecsa.or.tz) with copies to: [doid@ecsa.or.tz](mailto:doid@ecsa.or.tz); [pgmarealle@yahoo.com](mailto:pgmarealle@yahoo.com),  
[kchilonga@yahoo.com](mailto:kchilonga@yahoo.com), [surgafrica@rcsi.ie](mailto:surgafrica@rcsi.ie), [ceo@cosecsa@ecsa.or.tz](mailto:ceo@cosecsa@ecsa.or.tz)

Website: [www.ecsahc.org](http://www.ecsahc.org)

***The East, Central and Southern Africa- Health Community is an equal opportunity employer, and female candidates are encouraged to apply.***

