



External Publication of Job Posting

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Job Posting Title

HEAD OF DIVISION - LABORATORY SYSTEMS – AFRICA CDC

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Job Title

HEAD OF DIVISION - LABORATORY SYSTEMS – AFRICA CDC

Organization

The Africa Centres for Disease Control and Prevention (Africa CDC) was officially launched in Addis Ababa, Ethiopia, on January 31, 2017. The Africa CDC is Africa's first continent-wide public health agency and envisions a safer, healthier, integrated and stronger Africa, where Member States are capable of effectively responding to outbreaks of infectious diseases and other public health threats. The agency mission is to strengthen Africa's public health institutions' capabilities to detect and respond quickly and effectively to disease outbreaks and other health burdens through an integrated network of continent-wide preparedness and response, surveillance, laboratory, and research programmes.

Towards meeting its' mission, the Africa CDC will work with African Union member states, WHO, and partners in the five geographic sub-regions of Africa to strengthen their capacity in five strategic priority areas: (1) public health surveillance and disease intelligence; (2) public health emergency preparedness and response; (3) public health laboratory systems and networks; (4) public health information and technology systems; and (5) public health research and public health institutes.

The guiding principles of the Africa CDC include Leadership, Management, Finance, Workforce, Partnership and Innovation.

In seeking to achieve this objective, the African Union intends to strengthen its capacity to deliver by, among others, the reinforcement of its organizational structure and expertise. The Commission of the African Union invites applicants who are national and citizens of Member States for a position Head of Division - Laboratory Systems for the Africa CDC.

Department

1. Post

Job title: Head, Division of Laboratory Systems

Grade: P5

Department: Africa CDC

Supervisor: Director - Africa CDC
Duty Station: Addis Ababa, Ethiopia
Number of Post: 1

Project

2. Job Purpose

The Head, Division of Laboratory Systems reports to the Director, Africa CDC and is responsible for leading and coordinating the agency public health laboratory systems and related networks. The Head oversees a Division composed of multi-disciplinary teams charged with carrying out specific technical areas of work in developing, implementing and maintaining and evaluating the systems and tools employed by the Division to carry out the clinical and public health laboratory objectives outlined in the agency strategic plan. Using myriad approaches to building laboratory capacities of national systems and individual human technical resources, the Head works with and through the Regional Collaborating Centres (RCC), Member States, National Public Health Institutes and other public health partners to lead and coordinate efforts to strengthen and expand existing national and regional laboratory systems and networks. Division work will be implemented primarily through Africa CDC Regional Integrated Surveillance and Laboratory Networks (RISLNET), and coordinated by Regional Collaborating Centres, and in collaboration with Member States, National Public Health Institutes, WHO and other technical partners to strengthen capacities and enhance efficiencies of existing public health assets in the region to effectively prevent, rapidly detect, and resolutely respond to current and emerging public health threats, including potential outbreaks and the spread of infectious diseases. Factors in terms of the Africa CDC social and environmental will be relevant – including demographic, hardship, travel and other local conditions.

Tasks

Major Duties and Responsibilities

The Head, Laboratory Systems, Africa CDC shall:

- a) Provide leadership and oversight of the agency laboratory reference and research activities and provides reference diagnostic laboratory support to RCC's, national laboratories and other collaborating public health laboratories.
- b) Develop and implements strategic technical plans for development and enhancement of infectious laboratories throughout the agency.
- c) Oversee and coordinate efforts to assist countries in developing national laboratory strategic plans and policies that also addresses dangerous pathogens.
- d) Develop, implements and evaluates programme and projects and provides consultation and expert scientific advice in support of laboratory research and development activities in agency programmes to improve laboratory capacity in responding to diseases of public health importance.
- e) Lead efforts to improve systems (quality, standards, and biosafety), and networks with linkage to disease surveillance and clinical care (public and private sector). Provides advices on scientific quality assurance programmes, such as project peer review procedures, human subject protocols, assures research projects are closed out in compliance with agency procedures and monitors other agency procedures related to ensuring quality science in research activities.
- f) Develop the capacity of RISLNET - through Africa CDC Regional Collaborating Centres and country National Laboratory networks - to implement modern advance molecular technologies, including multiplex detection assays and other complex diagnostic procedures and tools.
- g) Promote and guides implementation of the Strengthening of Laboratory Management Towards Accreditation (SLMTA) tool and Stepwise Laboratory Improvement towards Accreditation (SLIPTA) in selected reference laboratories.
- h) Promote and guide research and other laboratory investigations on new or improved tools and technologies for the definition, diagnosis, prevention, research, and control.
- i) Develop and manage strain banks as repositories for diagnostic and vaccine development for emerging and re-emerging pathogens.

- j) Promote and support innovative laboratory practice to enhance patient care and treatment and strengthen disease surveillance at national and community levels.
- k) Provide long-range plans, directs and evaluates the agency's research and professional programmes for the development of scientific personnel, developing policy for strengthening staff and scientific expertise and for facilitating collaborative activities within the agency, across RCC's and their constituent organizations.
- l) Oversee, mentors and guides development of peer review research publications in laboratory science. Directly prepares manuscripts for peer review publication in scientific journals.
- m) Oversee the process of translating programme needs into research projects and of translating new research findings into programmatic changes.
- n) Establish partnerships with individuals and institutions and maintains communication with organizations in the public and private sector such as professional associations, universities, research organizations and multi-lateral technical organizations.
- o) Represent the agency at meetings and conferences, and on committees, task forces, working groups in the area of laboratory science.
- p) Represent the agencies scientific interests as a member of a scientific review committee, study group, public health task group or comparable groups, delegated responsibility for reviewing and developing public health scientific policies, procedures and guidelines.
- q) Under the direction of the designated Africa CDC Incident Commander, coordinates the delivery of laboratory services in support of Africa CDC Emergency Response activities as appropriate and assigned.
- r) Perform any other duties as assigned.

Requirements

1. Academic Qualifications

Master's Degree in a relevant discipline such as, but not limited to, laboratory science with a focus in virology, microbiology, immunology or other basic science (e.g., biology and chemistry). A minimum of 12 years of relevant experience* in public health practice, with emphasis leading/implementing/coordinating public health and/or clinical laboratory research and diagnostic programmes in Africa with at least 5 years at senior management level with wide powers to lead and manage national, regional or global public health programmes;
Or

Bachelor's Degree in a relevant discipline such as, but not limited to, laboratory science with a focus in virology, microbiology, immunology or other basic science (e.g., biology and chemistry). A minimum of 15 years of relevant experience* in public health practice, with emphasis leading/implementing/coordinating public health and/or clinical laboratory research and diagnostic programmes in Africa with at least 5 years at senior management level with wide powers to lead and manage national, regional or global public health programmes;

2. Professional Work Experience:

- a) Record of high-quality, peer-reviewed and/or outcomes research publications in the field of laboratory science;
- b) Strong scientific leadership with proven skills in facilitation and coordination of research and public health laboratory programme and research activities, and motivating and developing people;
- c) Scientific, technical and managerial expertise and leadership in the development and enhancement of laboratory programmes focused on diseases of public health importance in Africa;
- d) Experience in leading public health laboratory research and workforce capacity building programmes in Africa, across different geographic regions;
- e) Broad experience in collaborating with research and programme partners and in managing multiple tasks and complex projects is expected;

*Relevant experience is defined as implementing/coordinating a public health laboratory programme and/or large academic or commercial laboratory and/or health sciences research programme.

3. Required Skills and Competences

A. Functional Skills

- Mastery of the theories, concepts, principles, practices, methods and techniques laboratory practice as applied in the field of public health.
- Mastery of a wide range of qualitative and/or quantitative methods for the assessment and improvement of programme effectiveness or the improvement of complex public health management processes and systems.
- Skills and abilities to lead people toward meeting the organization's vision, mission, and goals and provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.
- Strong leadership skills and presence at the executive level, with a proven ability to problem solve, communicate complex issues orally and in writing, and to work cooperatively and diplomatically with diverse stakeholders.
- Excellent technical expertise and experience in the management of complex, public health programmes.
- Knowledge of the principles, methods, applications and state of the art scientific technology to provide direction and guidance on critical and complex laboratory planning and implementation issues.
- Expert knowledge of laboratory science and state of the art requirements, practices, techniques, methodology, equipment and biosafety requirements for Biosafety Level I - IV laboratories.
- Experience in implementing and/or capacity building in the area of laboratory quality management systems – SLMPTA, SLIPTA, QMS or other related system.
- Comprehensive knowledge and expert skill in application of planning, budgeting, assessment, and evaluation techniques.
- Expertise in planning, organizing, and leading teams of scientific and technical experts, senior programme representatives, and extramural consultants in complex projects that involve; programmatic analyses and evaluation; programme development and implementation; and policy, and tools development
- Highest level of interpersonal and communication skills (oral and written), tact, and sensitivity in the performance of duties.
- Outstanding representational skills and experience to interact effectively with senior-level officials within the organization in other key stakeholders in both public and private-sector organizations.
- Excellent negotiation skills.
- Comprehensive knowledge of strategic planning, assessment and evaluation processes.
- Demonstrated ability with regard to computer skills, including office administration and statistical software applications and online digital information systems.

B. Personal Abilities

- Ability to manage complex operations and teams; ability to apply effective leadership and interpersonal skills through use of strategic thinking, team and project leadership, decision-making skills and personnel development – including proven skills in supervision, team building, and motivating and developing people.
- Highly developed diplomatic, representational and interpersonal skills.
- Excellent analytical and problem solving skills.
- Ability to communicate effectively both orally and by writing, programme goals, and objectives, including scientific justification of research and programmes and specific requirements.
- Ability to give attention to details and accuracy.
- Good delegation skills.
- Ability to work in a multicultural environment.
- High level of autonomy at work, yet with profound team-spirit.
- Adaptive, patient, resilient and flexible.
- Pro-active and solutions oriented.

3. Language Requirement:

Proficiency in at least one of the African Union working languages (English, French, Arabic, Portuguese); knowledge of other working languages would be an added advantage.

4. Tenure of Appointment:

The appointment will be made on a regular term contract for a period of three (3) years, of which the first twelve months will be considered a probationary period. Thereafter the contract shall be renewable every two years subject to good performance and deliverables.

5. Gender Mainstreaming:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

6. Least Representative Countries :

Candidates from the following least represented countries are encouraged to apply: Algeria, Angola, Cape Verde, Central African Rep. , Comoros, Congo (DRC), Egypt, Equatorial Guinea, Eritrea, Eswatini, Ghana, Guinea, Libya, Madagascar, Mali, Morocco, Namibia, Saharawi Arab D.R. , Sao Tome and Principe, Seychelles, Somalia, South Africa and South Sudan

7. Remuneration:

Indicative basic salary of US\$ 50,746.00 (P5 Step 1) per annum plus other related entitlements e.g. Post adjustment 46% of basic salary, Housing allowance \$ 26,208.00 per annum and education allowance (100% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$ 10,000.00 per child per annum), for internationally recruited staff and a maximum of \$3,300 per child per annum for locally recruited staff.

How to apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> no later than 11 November 2019.

1. Attach detailed and updated curriculum vitae/resume including three (3) referees with good knowledge. Of candidate's work, please, provide referees' contact details – telephone and e-mail addresses.
2. Copy of valid passport.
3. Certified copies of educational qualifications – degrees, diplomas and certificates, where applicable (Not More than 5 Documents in PDF Format, and not exceeding 1 MB).
4. Please be aware that only complete applications will be considered.
5. Please note that only shortlisted candidates will be contacted

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Directorate of Administration and Human Resource Management
African Union Commission

Contract Type

Regular (Long Duration)

Employment Fraction

Full-time

Branch

Headquarters