

## SBS VACANCY ANNOUNCEMENT

**JOB TITLE:** Post-Doctoral Fellow

**DEPARTMENT:** Strathmore University Business School

**REPORTING TO:** Principal Investigator

### JOB PURPOSE

This position has been created to work alongside the academic partners (Strathmore University and KEMRI/Wellcome Trust) and the Ministry of Health to support research and analyses aimed at improving the policy alignment and coordination of HRH-related functions. The role involves working with and being accountable to a multi-disciplinary team on a significant global health problem over a four-year period. The role will also involve research project management to coordinate operations across three counties and manage the delivery of research outputs.

The position is funded through the Initiative to Develop African Research Leaders (IDeAL) which is hosted at KEMRI Wellcome Trust Research Programme (KWTRP). The position is funded through the Initiative to Develop African Research Leaders (IDeAL) which is hosted at KWTRP and includes Strathmore University, Pwani University, CIDRZ (Zambia), Epicentre (Niger), Oxford and Glasgow University.

### MAIN DUTIES AND RESPONSIBILITIES

1. Analyses (along with Government partners) of a wealth of existing data on different aspects of human resource for health, collected through multiple channels and surveys, including the Kenya National Health Workforce Accounts, the Workforce Indicators for staffing Needs, the Integrated Human Resource Information System (IHRIS) and the Health Labor Market Analysis, among others. This will inform policy and strategic decisions by government and partners.
2. Lead in writing up of the analyses into peer reviewed manuscripts and technical reports.

3. Exploration of literature on theories and best practices around leading and managing the health workforce globally, and in low- and middle-income countries specifically.
4. Exploration of current public sector, private sector and professional bodies' structures, policies
5. Serving as an expert resource to guide ecosystem actors involved in matters touching on human resource for health in Kenya and other low- and middle-income countries. Act as an expert resource in leading policy engagement activities between Strathmore, KWTRP and the MOH.
6. Work with academic partners to develop and deliver short courses and Master's degree modules on organizational behavior and human resource for health.
7. To co-supervise students undertaking PhD and Master's research projects related to the broad areas of health systems research.
8. To contribute to seminars and symposia that support the academic development of PhD fellows at Strathmore University and KWTRP.

## **JOB REQUIREMENTS**

The post holder will be required to have and to demonstrate evidence of the following qualifications, attributes, and skills:

- PhD in an area relevant to health systems research (e.g., health systems, health policy, healthcare management, social science, behavioral economics, anthropology, public health) that included use of mixed methods/health systems research methodology.
- Ability to use data analysis software (e.g., SPSS, R or Stata for statistical analysis, and/or NVivo for content management in qualitative analysis).
- Understanding of LMIC health systems

## **DESIRABLE SKILLS**

- Prior teaching experience including course design and student assessments and supervision.
- Understanding of key issues in health policy and systems research.
- Demonstrable interest in a career in research.

- Demonstrable excellent interpersonal and written communication skills.
- Demonstrable excellent organizational skills and prior experience managing more junior research team members.
- Ability to ensure timely delivery of results against objectives.
- Ability to work independently.

## FURTHER INFORMATION

The Post-Doctoral Fellow will work under Prof Francis Wafula (The Principal Investigator) and Dr Jacinta Nzinga (Co-Principal Investigator). For further information or clarification please contact; Prof Wafula <[fwafula@strathmore.edu](mailto:fwafula@strathmore.edu)> or Dr. Nzinga <[jnzinga@kemri-wellcome.org](mailto:jnzinga@kemri-wellcome.org)>

If you are interested in the position and have the skills we are looking for, we would like to hear from you. Please forward an application letter together with a copy of your updated resume quoting ‘**Post-Doctoral Fellow** to the People and Culture Manager, Strathmore University Business School, on [careersbs@strathmore.edu](mailto:careersbs@strathmore.edu) by end of the day **Wednesday, 29<sup>th</sup> November 2023, 5.30 PM EAT.**

Due to the large number of applications, we may receive, only the shortlisted applicants will be contacted.

Please be advised that Strathmore University Business School is an equal opportunity employer and does **NOT** ask for money from applicants under any circumstances during its recruitment process. Interested applicants are encouraged to exercise caution upon receiving any such interview opportunity that requires payment of any money.