

JOB DESCRIPTION

Position:	Team Lead – Nutrition (State Resource Unit); BTSP
Grade/Level	Grade B
Project/Unit	Nutrition Team (State Resource Unit - Bihar TSU)
Reports to:	Chief of Party (Bihar TSU)
Location:	Patna, Bihar
Project Duration	October 2018 (likely to extend till 2020)
Project Background	<p>A Memorandum of Co-operation (MoC) was signed between Government of Bihar (GoB) and Bill and Melinda Gates Foundation (BMGF) in 2010, based on which BMGF and partners provide technical assistance and managerial support to GoB to improve Health and Nutrition outcomes in the State. As part of this MoC, a Technical Support Unit (TSU) was established in 2013 with CARE India as the lead partner. The TSU is aimed to support the Health and Social Welfare (ICDS) Departments of the GoB in their endeavour to achieve rapid and sustainable change in health and nutrition outcomes. The TSU targets providing specific technical support on Government of India’s (GoI) RMNCH+A interventions, GoB’s Manav Vikas Mission Goals and Kala-Azar elimination goals across the State. Towards end of 2015, the GoB and BMGF have extended the MoC resolving to support the state till 2021 to achieve the developmental goals.</p> <p>This support extends across hierarchies – from State level support to Health Department, ICDS department and State Health Society of Bihar (SHSB), to District and Block level support across all 534 blocks in the State.</p> <p>As a part of the agreement between GoB and BMGF, Bihar TSU has established a State Resource Unit (SRU) and District Resource Units (DRU) in all the districts to provide technical support at district level.</p> <p>The Nutrition team within the SRU is set up primarily to support ICDS and health programs to bring significant improvements in maternal and childhood nutrition status in the state by 2018. Nutrition team will work with livelihood mission (Jeevika) as well as other related sectors to enhance their contribution</p>

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	<p>to ICDS and health programs' ability to achieve better nutrition status in the state.</p> <p>Nutrition team of SRU will contribute to development and roll out of state nutrition policy and strengthening technical and managerial capacities of NHM and ICDS. Much of the focus will be on changing the preventive MIYCN behaviours through improved interactions of FLWs with mothers and their families. State level work will focus substantially on improving ICDS program management systems including HR, Finance, Training; Supervision; MnE systems. Nutrition team also has agenda to work on enhancing detection and correct management of Severe childhood malnutrition in the state, which will be mainly in coordination with health staff. Several of the MIYCN behaviour change components require coordinated efforts with Jeevika program and getting ICDS and health to collaborate with Jeevika is an important aspect for nutrition results.</p>
Job Summary	<p>Working as part of the senior management team of Bihar TSU, the TL nutrition will be responsible for overall coordination and support to ICDS and health for achieving nutrition outcomes and to design and implement ICDS systems improvement initiatives.</p> <p>The primary role will be to bring the Social welfare department and Health Department to sharply focus on critical Maternal and Infant and Young Child Nutrition interventions that can lead to acceleration in nutrition outcomes. S/he will coordinate with different units of SRU and Strategic Program Management Team (SPMT) for designing and executing improvement of key management systems in ICDS program. The TL Nutrition will lead the design and implementation of different studies envisaged under the nutrition grant, related to SAM and Anemia and manage institutional partnerships related to nutrition component.</p> <p>The TL will lead the process of supporting the GoB in the finalization, adoption and implementation of State Nutrition Policy. Incumbent of this position will coordinate for effective convergence between ICDS and health and with other nutrition sensitive sectors to ensure effective implementation of the state nutrition policy.</p>
Contact/Key Relationships	<p>S/he will work closely with the other SRU team leads and deputy leads related to health and system strengthening components. Significant coordination with SPMT and DRUs will be required to facilitate implementation on ground. S/he will coordinate with CML unit and will be provided technical and program leadership by the Senior Technical Director and Chief of Party.</p>

<p>Key Responsibilities</p>	<p>Broadly the following will form part of the responsibilities of this position along with any other related responsibilities assigned from time to time:</p> <ul style="list-style-type: none"> ✓ Establish and maintain strategic relations with the ICDS program leadership, especially the Secretary and the Director ICDS. ✓ Manage the SRU-Nutrition team in setting priorities, performance standards and supportive supervision ✓ Facilitate development of vision of the different government stakeholders and development partners at state level to achieve state’s nutrition goals. ✓ Facilitate coordination between ICDS, health and Jeevika to ensure an effective convergence mechanism ✓ Responsible for identification of areas for strengthening ICDS management systems, jointly with the department and to co-develop approaches to improve the system. Mobilize required techno-managerial expertise for different system strengthening efforts ✓ Function as part of the core team of TSU, to set priorities, strategizing and building capacities of staff at all levels, related to nutrition as well as system issues <p><u>People Leadership and Management</u></p> <ul style="list-style-type: none"> ✓ To effectively line manage the team of direct reports and ensure their capacity building ✓ To mentor and coach direct reports and help develop their career paths with suitable organizational succession plans. ✓ To effectively motivate team members for promoting their urge to constantly innovate new strategies and approaches for implementation of Nutrition Cell Activities with increasing efficiency and effectiveness. ✓ Periodically reviews program progress and interim results to ensure alignment with the overall CARE’s Strategic Programming Framework. <p><u>Technical Leadership and Management</u></p> <ul style="list-style-type: none"> ✓ Provide technical and strategic guidance and inputs to senior officials in GoB for developing effective policies, plans and systems to address malnutrition incorporating a gender transformative approach. ✓ Design, pilot test and scale up SBCC interventions to enhance MIYCN behaviour coverage through ICDS and health workers.
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	<ul style="list-style-type: none">✓ Facilitate state government to undertake rationalization of SAM management guidelines and formulation of home-level therapeutic feeding strategies✓ Formulation and support for implementation of comprehensive policies and strategies to address nutritional anaemia✓ Support roll out of revised ICDS MIS and other digital platforms to enhance program monitoring with greater focus on SBCC efforts✓ Operationalize multi-sectoral review mechanism involving Health, ICDS, PHED and other departments as per state nutrition policy✓ Support harmonization of development partners' efforts
Co- Qualification & Experience	<ul style="list-style-type: none">• Postgraduate degree or higher in Nutrition or related fields or Masters in Public health/ nutrition or Masters in Social Work; Rural Development; Rural Management; with at least 12 years of work experience• Preferably, demonstrated experience of working on evidence-based nutrition or maternal and child health interventions at scale with large government programs• Experience in strategic program planning, implementation and Technical Assistance provision
Skills & Competencies	<ul style="list-style-type: none">• Demonstrated ability to lead a diverse team• Demonstrated abilities to engage with senior government officials at state level• Demonstrated ability to either lead or mobilize resources to lead the translation of complex technical interventions into implementable strategies• Demonstrated ability to present complex data into simple understandable information for diverse audiences• Demonstrated ability to work with peers on a large team and contribute to effective coordination between program verticals• Excellent interpersonal, communication and presentation skills• Ability to function effectively as a member of senior management team• Exhibits humility while holding position of authority• Fluency in English and Hindi essential