

CAMEROON NEWBORN DEVELOPMENT IMPACT BOND: DATA MANAGER

Summary

We are seeking a Data Manager for the Cameroon Newborn Development Impact Bond (“DIB”). This is an exciting opportunity to support the management of this pioneering health and nutrition DIB, starting in late 2018 and targeted to last 2.5 years. The Data Manager will work closely with and support the Country Program Director, who will be the lead manager of the DIB. The position will be based in Douala, Cameroon, with travel within Cameroon and internationally as required.

About the project

The Cameroon Newborn DIB aims to improve health outcomes for low-birth-weight and preterm infants by expanding access to Kangaroo Mother Care (“KMC”) – a neonatal intervention particularly suited for low-resource settings – in up to 11 hospitals in Cameroon through an innovative train-the-trainer model. The lead implementation partner is the newly-established Kangaroo Foundation (“KF”) Cameroon, who will be providing KMC trainings and general intervention support to hospitals, with KF Colombia providing technical expertise drawing upon over twenty years of experience disseminating and researching KMC. The intervention will be rolled out in the following regions of Cameroon: North, Adamaoua, Littoral, Centre, and South West.

The 2.5-year program will be delivered through a Development Impact Bond – an outcomes-based funding instrument, in which a philanthropic investor pays in advance for the intervention, and outcomes funders commit to making payments to the investor only if the intervention is successful. Outcomes funders committed on the Cameroon Newborn DIB include: the Cameroonian Ministry of Public Health (drawing upon the World Bank-managed Global Financing Facility Trust Fund) and Nutrition International, a leading Canadian not-for-profit organisation. Grand Challenges Canada, another leading Canadian partner, will play the investor role.

Social Finance (based in London) and the MaRS Centre for Impact Investing (based in Toronto) are co-leading the design of the DIB and coordinating this recruitment process.

About the role

The Data Manager will be part of the Cameroon Newborn DIB team and will report directly to the Country Program Director while working alongside the Finance & Operations Manager. The Data Manager will also receive support and work in close collaboration with the DIB Performance Management Advisor team to ensure best practices are embedded in the team.

The Data Manager will work closely with the rest of KF Cameroon, and with participating hospitals, to develop a holistic and close to real-time understanding of the intervention. By measuring and assessing progress made towards outcome targets, the Data Manager will be able to support strategic adjustments to the operational plan to ensure that underperformance is tackled, and outperformance capitalized on.

This feedback mechanism, central to an adaptive management framework, is particularly important when faced with a complex and uncertain development challenge. As the Cameroon Newborn DIB aims to bring KMC to scale in Cameroon through a novel train-the-trainer model, flexibility in the operational rollout and a clear understanding of what is working and what needs adjustment will be crucial to its success.

The Data Manager will ensure that lessons learned are fed upwards to the Program Director and key stakeholders (including outcomes funders and the investor) on a regular basis.

This is an opportunity for a driven individual to participate in an innovative project driving systemic change in the Cameroonian health sector, and to drive its success through adaptive management.

Responsibilities:

The Data Manager will be responsible for the following activities:

- Administrate the DIB data system, making changes to data capture, dashboards and user access permissions as needed
- Coordinate with data entry clerks in each hospital to ensure that data is fully and correctly captured, the database properly maintained and data flow adequate
- Clean and analyze the data and build on experience to provide appropriate recommendations to the service providers
- Establish a strong relationship with the service providers (KF Cameroon and participating hospitals) to ensure a continuous and open discussion
- Support the Country Program Director and KF Cameroon in reviewing and agreeing action plans with hospitals based on data analysis, including performance improvement/remedial plans where appropriate
- Support the Country Program Director and Finance & Operations Manager in the preparation of reports to update the Project Board and Steering Committee
- Contribute to project meetings, including with the service provider, hospitals, and governance bodies as required
- Collaborate fully with the Independent Verification Agent to ensure the quarterly verification process runs smoothly and payments are justified
- Support and mentor KF Cameroon in adopting best practices around data management and analysis
- Support the dissemination of messages from research data, including writing and contributing to reports and papers as required

About you

Minimum education and experience required

- A relevant Bachelor's degree (with an MBA or CA qualification preferred)
- A minimum of 3 years relevant work experience

Key competencies and professional expertise required

- Strong analytical and technical skills, with expertise and experience in performance evaluation and an ability to deliver program optimisation using data
- Critical thinking and intellectual curiosity, including proven ability to think creatively, conceptually and analytically, and to use evidence as a basis for sound decision making
- Adaptability, including proven ability to deliver change, and overcome resistance and setbacks
- Ability to manage people and relationships, including proven track record in influencing others, and an ability to collaborate with and develop personnel
- Business acumen, including proven ability to communicate strategy, focus on client needs and deliver stakeholder value



- Fluency in written and spoken English and French
- Excellent written and verbal communication skills
- Ability to work with a low level of supervision and as a part of a team
- Experience in using Excel or code (e.g. Python, R) to visualise and analyse data
- Ability to understand and master new software packages and systems quickly and independently

Desirable skills

- Knowledge of and experience working in Cameroon or Sub-Saharan Africa
- Knowledge of and experience working in the health sector
- Basic software development and JavaScript skills

Additional information

The contract is expected to start in late 2018 for a minimum of two years with potential to extend. The individual will be based in Douala, Cameroon. Salary is competitive and will depend on the experience of the candidate.

How to apply

Interested candidates should email a copy of their CV and covering letter to CameroonDIB@socialfinance.org.uk. CVs should be no more than 4 pages.

Applications will be reviewed on a rolling basis and therefore candidates are encouraged to apply as soon as possible. The final deadline for applications is 26th October 2018.

Please use "Cameroon Newborn DIB Data Manager" as the subject line.



Appendix: Additional information on the Cameroon Newborn DIB

The Cameroon Newborn DIB aims to improve health outcomes for low birth weight (“LBW”) and preterm infants by expanding access to Kangaroo Mother Care (“KMC”) – a proven neonatal intervention – in up to 11 hospitals across 5 regions in Cameroon.

The program will be funded and delivered through an outcomes-based DIB mechanism, in which investors will provide the upfront financing for the program – covering the cost of infrastructure improvements, equipment, training and general running costs. Kangaroo Foundation (“KF”) Cameroon, in partnership with the target hospitals, will deliver quality KMC to LBW and preterm infants.

The Implementation Management Team, being led by the Country Program Director, will provide ongoing oversight and support to ensure the program is delivered in an effective and efficient manner. If the pre-agreed results are achieved, the outcomes funders will repay the investor a level of return proportional to the level of success. This means that the implementation risk is transferred to the investor, rather than the service provider, and the outcomes funders only pay the investor if the intervention is successful.

Unlike traditional funding models and other performance-based financing programs, in a DIB, the investor’s desire to maximize its return ensures a continuous focus on flexible and adaptive program implementation, rather than delivery of pre-defined inputs and activities. The focus on rigorously measured outcomes also increases sustainability by ensuring that public and donor funds from the outcomes funders are only used for tangible, verifiable outcomes.

