

Associate, Immunization

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Company: Clinton Health Access Initiative, Inc

Location: India

Category: life-physical-and-social-science

Overview

India's Universal Immunization Programme (UIP) is one of the largest public immunization programmes in the world. It caters to 27 million infants and 30 million pregnant women. The programme provides access to vaccines against 11 Vaccine Preventable Diseases (VPDs) at the national level and against one VPD at the sub-national level.

Under the strong leadership of the Ministry of Health & Family Welfare (MoHFW) and state governments, the immunization ecosystem has demonstrated a proactive commitment to achieving universal immunization coverage in the country in recent years. This includes health system strengthening efforts towards the introduction of new vaccines, rolling out of data systems, digitization of vaccine cold chain and inventory management, and health worker capacity building. MoHFW plans to scale up a digitized beneficiary management system (UWIN) for Routine Immunization, introduce new vaccines in the UIP, and reduce Zero-dose children.

Project Background

WJCF's immunization program supports the MoHFW's UIP at the national level and in the focus states of Bihar, Madhya Pradesh, and Uttar Pradesh. The programme also supports national and state governments on broader operational aspects such as planning, capacity building and systems improvements for immunization service delivery.

In Bihar, Madhya Pradesh, and Uttar Pradesh, the programme provides catalytic support for achieving and sustaining 90% FIC. The programme focuses on setting up effective program management & review mechanisms, identifying pressing challenges as well as best practices

in RI, enhancing impact of well performing interventions, developing & deploying effective solutions to pressing challenges and undertaking multi-year planning for long term immunization systems strengthening.

Position Summary

The Associate, Immunization, based in Delhi, will play a pivotal role in building and implementing the Zero Dose strategy at the national level. They contribute toward improving immunization coverage and equity, and building a comprehensive and forward-thinking approach to health system strengthening. Tasked with conducting root cause analyses and crafting decision trees for complex problems, the Associate is expected to bring innovation to the forefront, designing creative solutions for intricate immunization and public health challenges within limited-resource settings. This dynamic position extends beyond strategic planning, involving active support for on-ground teams in operationalizing the program strategy.

Reporting to the Senior Manager, Immunization, we are seeking a highly qualified and motivated individual with strong analytical and problem-solving skills. Knowledge and experience in design thinking, human-centric design, and behavioral science are highly desirable. The successful candidate will possess excellent communication skills, demonstrate the ability to function independently in dynamic and ambiguous environments and showcase a strong commitment to excellence. Coordination of cross-functional and multi-location teams, coupled with personal qualities such as resourcefulness, responsibility, tenacity, independence, energy, and a strong work ethic, is highly valued.

Responsibilities

Conduct thorough analyses through primary and secondary research to identify barriers to immunization coverage.

Develop decision trees to systematically address identified issues and enhance coverage rates.

Analyze complex datasets, both qualitative and quantitative, to derive meaningful insights.

Develop visualization tools to aid internal and external leadership in decision-making.

Utilize design thinking techniques to devise innovative strategies for reducing Zero Dose children.

Collaborate with stakeholders across public health to incorporate diverse perspectives into potential solutions.

Develop detailed implementation plans for piloting new approaches and interventions in immunization service delivery.

Support state teams in implementing plans and play a key role in tracking progress against milestones.

Collaborate with program leadership to initiate ideas and contribute to the development of proposals for new grants and projects.

Ensure alignment with program objectives and actively participate in the proposal development process.

Work both independently and collaboratively to execute planned immunization support interventions comprehensively.

Be prepared for short-notice travel as required.

Undertake any other duties as requested by program leadership to support the overall objectives.

Qualifications

Minimum four years of experience in a demanding result-driven environment in the private or public sector, with increasing levels of responsibility and leadership.

Master's degree in business administration, management sciences, economics (pure or applied), finance, or public health with exceptional problem-solving skills and analytical capabilities.

Exceptional diplomacy and interpersonal skills with demonstrated ability to build strong professional relationships with a range of stakeholders in a challenging, multi-cultural environment.

Excellent oral and written communication skills, including ability to create persuasive presentations and written reports.

Demonstrated experience managing complex projects involving multiple teams, including

priority setting, planning, performance review and management; and influencing with limited authority.

Ability to balance and find productive trade-offs between various opposing parameters (.: personal style, incentives, timeframe).

Functional knowledge of statistical packages such as R, SPSS, and Stata, data visualization packages including Power BI, Tableau, and Google Studio, advanced knowledge of Excel such as Macros, Power Query, and Visual Basic.

High emotional intelligence, patience, and thoughtfulness even in high-pressure, stressful situations.

Fluency in English and Hindi.

Preferred

Work experience in strategy roles in public health, social impact, impact investment, international development, management consulting, investment banking, private equity, venture capital, or high-growth startups.

Strong experience engaging with government officials and multilateral organizations.

Knowledge of public health, preferably maternal and child health.

Experience in qualitative research, human-centric design, and behavioral science is highly desirable.

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