

## SUMMARY

Isaac Ntwiga is a seasoned global health leader with over 15 years of experience in program management, grantmaking, and implementation, specializing in health systems strengthening, maternal and newborn health interventions, and organizational development across Africa. With a deep understanding of multilateral donor landscapes, he has successfully managed complex partnerships with governments, foundations, private sector, and civil society organizations, overseeing budgets, sub-awards and strategies for projects up to USD 60 million. His work emphasizes locally anchored health systems, integration, and institutionalization of interventions.

Currently, as the Health Workforce Ecosystem Director at Amref, Isaac directs health workforce investments, including building partnerships, policy analysis, development, financing, performance management and training as well as providing technical assistance to governments to build resilient primary healthcare workforces across Africa. He also leads organizational development initiatives to strengthen institutions for health continent-wide.

Previously, as Deputy Chief of Party for the USD 29.5 million USAID Imarisha Jamii Project in Kenya, he designed program management and governance structures to enhance county-led health and social services. As Deputy Chief of Party/Senior Technical Advisor for Amref's USD 24.5 million USAID Afya Timiza program, he oversaw reproductive, maternal, newborn, child and adolescent health (RMNCAH), nutrition and health systems strengthening interventions, developing health workforce mentorship toolkits, results-based financing frameworks, investment cases and health sector strategic plans.

At IntraHealth, he led a five-year health workforce development component of the FUNZOKenya program, delivering health leadership, management, and governance training for hospital boards, pre-service and in-service training for over 12,000 health workers to provide HIV, and RMNCAH and nutrition services five health service delivery levels in Kenya.

Fluent in data analysis, Excel, and policy processes, Isaac confidently represents programs at senior levels both at national regional as well as in global forums such as the World Health Assembly and the Africa Health Agenda International Conference. Collaborative and adaptable, he thrives in fast paced environments and is prepared to travel 30–60% to program sites and partner meetings, locally and internationally, even on short notice.

Isaac holds an MPH in Management of Health Systems from the University of Liverpool, is a certified Project Management Professional (PMP), and is fluent in English with excellent oral and written communication skills.

## Education

- **University of Liverpool:** Master of Public Health, Management of Health Systems, 2013
- **Kenya Methodist University:** Bachelor of Science in Health Systems Management, 2018
- **Kenya Medical Training College-Higher National Diploma, Epidemiology, 2010**
- **Kenya Institute of Professional Counseling-Higher Diploma, Psychological counseling, 2010**
- **AMREF-Certificate, Monitoring and Evaluation, 2009 - 2009.**
- **Clive Irvine College of Nursing-Registered Community Health Nursing, 2001 – 2005**
- **Chogoria Boy's High School-Kenya Certificate of Secondary Education, O-Level, 1996 – 1999**

## Other Courses, Skills and Expertise

- Global Leadership
- Policy and Strategy Development
- Grants and Contracts Management
- Project Formulation and Proposal Writing
- USAID Contract Management
- FCDO Contract Management
- Leading Change
- Project Management for Development Professionals PMD Pro 1
- Optimizing Performance and Quality in Project Management
- Technical and Scientific Writing
- Project Monitoring and Evaluation

## Work Experience and Career Progression

### Amref Health Africa

#### Health Workforce Ecosystem Director/Head of Programs/Technical Advisor, Health Systems Strengthening: Oct 2021-Date

- Oversees the strategic implementation of Amref's goal to develop and maintain a health workforce in Africa that is appropriately skilled and highly productive, through comprehensive project design, development, and execution.
- Provides programme leadership that ensures collaboration between institutions for effective partnerships, program design and delivery including direct oversight for annual budget of over 8 million US dollars.
- Provides programme management support in health systems program design and delivery in Kenya, Ethiopia, South Sudan, Tanzania, Burundi, Uganda, Malawi, Zambia and Sierra Leone and South Africa.
- Manages collaborations between health sector partners to drive impactful primary health care investments.
- Provides leadership in the documentation and dissemination of best practice models in the health workforce development space across the continent including development of a climate resilient health workforce.
- Develops of vibrant teams in primary health care systems for effective leadership, performance and program delivery using varied program management tools.
- Spearheads Africa wide landscape analyses and program development to inform investments that contribute to strengthening of the primary health care health workforce.
- Leads strategic partnership development for increased health system investments, policy advocacy and health governance programs

#### -USAID Imarisha Jamii Project: Interim Deputy Chief of Party, April 2021 – Sept 2021

- Provided technical direction at national, sub national, health facility and community-levels for the \$29.5 million health systems strengthening project.
- Coordinated field operations, management of grassroot level sub-awarded organizations and facilitated compliance with donor regulations as well as alignment with MOH and organizational policies and procedures.
- Provided strategic leadership towards strengthening county departments of health to sustainably support their health systems through investments in their Journey to Self-Reliance (J2SR)
- Led implementation of service continuity guidelines in the context of Covid19 in Kenya including county level protocols for community level service delivery during Covid 19,
- Managed relations management with local partners, county governments, ministry of health, and private sector leading to effective technical assistance and smooth project implementation.

#### -USAID| AFYA TIMIZA Project, Deputy Chief of Party and Senior Technical Advisor, November 2017 – March 2021

- Provided overall technical leadership for implementation at national, sub national, health facilities and community-levels, for the \$24.5 million health systems strengthening project.
- Provided strategic leadership catalyzing counties in Kenya to implement their health development agenda through investments to accelerate their Journey to Self-Reliance through plans implementation, private sector engagement frameworks and implementation of Result Based Financing investments.
- Provided coordination of field operations and management of 11 sub-grantees ensuring compliance with technical expectations, donor regulations and alignment with MOH and organizational policies.
- Led building of the county institutional capacity for management of pharmaceutical products, medical supplies, and technologies by managers, health facility teams and community health units.
- Built transformational relations with local partners, government leaders, departments of health, and private sector to ensure effective technical assistance and outcome focused project delivery.
- Supported development of health workforce management strategies, over 1200 frontline health workers reached through targeted mentorship and coaching program, 46 health Leaders trained on Health Leadership, Management and Governance and Supply chain system improvement, 800 health workers trained in HIV management, RMNCAH, Nutrition and Commodity Management.
- Worked with sub-national health teams to strengthen their capacity for planning and budgeting resulting in policies on ring-fencing of health facility improvement funds and increase of health budget allocation by up to 29%.

## **Intra Health International**

### **-USAID| FUNZO Kenya Project-Senior Technical Manager, Health Systems Strengthening; October 2015 - February 2017**

- Provided leadership to project team members and collaborating institutions focal persons for effective project delivery including oversight for annual budget total of over 5.6 million dollars.
- Led capacity building on leadership, management and governance, supply chain systems, program-based budgeting, work planning and sector strategy development for 20 counties.
- Coordinated health worker training in 32 counties in collaboration with national and county ministries of health. Over 10,000 health workers across Kenya.
- Provided technical support to the national ministry of health in the development and deployment of key policies and guidelines such as the national health workforce training policy and guidelines.
- Provided technical support to counties on collaboration and engagement with the private sector for improved availability of essential medicines, commodities, and technologies.

### **-USAID| FUNZOKenya Project - Regional Manager, June 2012 - September 2015**

- Provided leadership for the project implementation in Laikipia, Baringo, Nakuru, Kericho, Bomet and Narok Counties of Kenya with a budget oversight of USD 2.1 million annually.
- Oversaw work planning, county level planning budgeting, monitoring & evaluation, and reporting results in the region.
- Led county training needs assessments. 14 Hospital Boards, and 20 County Health Management Teams trained in Health leadership and Governance, over 2500 in service health workers trained.
- Built and sustained effective collaboration with relevant government ministries, relevant regulatory bodies, other implementing partners and county representatives in the region.
- Provided technical assistance for Ministry of Health to implement Integrated Human Resource Information System (iHRIS) for tracking health workforce training.

### **-USAID| APHIAPlus NAL Project - Quality Improvement Manager, February 2011 - June 2012**

- Provided leadership and strategy development for the project implementation team members including work plan development, budget development and progress tracking.
- Developed/adapted and guided in the implementation of appropriate Quality and performance improvement and supportive supervision systems and models.
- Contributed to project and county department plans and budgets, reports, work plans ensuring alignment with the MOH annual operation plans and project commitment to the donor.
- Represented the project at relevant stakeholders' forums and technical working groups including the HIV county forum and the County health and nutrition forum.

## **Older/Other Posts: 2005-2017**

- Senior Technical Advisor: Health Systems Strengthening: Malaria Consortium HPF 2 FP/RMNCH Project – Northern Bar El Ghazal, South Sudan, **June 2017 - September 2017**
- Public Health Technical Officer: HealthNetTPO Primary Health Care Project-South Sudan, **May 2008-Feb 2011**
- Program Officer, HIV Testing and Counseling: International Center for AIDS Care and Treatment Programs (ICAP)-of Columbia University, **February 2006 - May 2008**
- Project Health Worker: Compassion International, **March 2005 - February 2006**

## **REFEREES**

**Peter Milo**

**Cluster Director, East Africa**

**The Fred Hollow's Foundation**

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