



**Title:** Medical Director  
**Reports To:** Country Director  
**Location:** Ranomafana, Madagascar  
**Key Words:** Global health, clinical leadership, health system strengthening

**Percentage Effort:** Full-time  
**Salary Range:** \$60,000 to \$80,000 USD per year  
**Benefits Summary:** Health, dental, vision and life insurance with premiums fully paid. Annual airfare for home leave. Retirement plan with 3% employer contribution.  
**Start Date:** Fall / Winter 2020  
**Expected Commitment:** Minimum of 2 years, renewable on an annual basis thereafter  
Possibility for an initial 1-year contract, if approved by C.D.

**Minimum Requirements:** Residency training of at least three years post-medical school in internal medicine, family medicine, emergency medicine, pediatrics, or obstetrics & gynecology.  
Working fluency in French or Malagasy (minimum B2, preferably C2).

### Organizational Profile

PIVOT ([www.pivotworks.org](http://www.pivotworks.org)) is a global health care non-governmental organization (NGO) guided by the principle that all people have intrinsic worth and deserve to live healthy and productive lives. As a social justice organization working in a setting of extreme poverty and disease, PIVOT's core objective is to address social inequity by advancing universal access to quality healthcare, while creating a health care system that can serve as a model for the country of Madagascar. Since 2014, PIVOT has partnered with the government of Madagascar to strengthen the health system and create a model health district in Ifanadiana district, adjacent to Ranomafana National Park and 11 hours from the capital. The district has a population of 200,000 people, more than 75 percent of whom live in extreme poverty.

PIVOT collaborates directly with the Madagascar Ministry of Public Health (MOPH) to strengthen a district hospital, 21 health centers, and community health programs. The model is advanced across three major components: 1) horizontal readiness (e.g. infrastructure, supply chain, personnel), 2) vertically integrated clinical programs (e.g. maternal and child health, malnutrition, tuberculosis), and 3) data systems and research. Currently, PIVOT is a 210-person organization that is 95% Malagasy with an on-the-ground leadership team that is majority women and majority Malagasy.

### Position Overview

PIVOT is recruiting a Medical Director to steer its medical programs in rural Madagascar as part of its Senior Management Team, with a focus on these key responsibilities:

- Work with PIVOT's National Director, Technical Advisor, Chief Medical Officer, and Senior Medical Advisor to develop clinical programs that can meet PIVOT's mission to build a model health district that can be replicated across Madagascar and in other countries.
- Lead and continue to build and strengthen a clinical team that will execute the clinical objectives of PIVOT's three-year operational plan, which has a goal to reach universal health coverage in a collaboration with the MOPH by 2022 .

- Work with PIVOT's four Deputy Medical Directors to develop and manage a clinical budget associated with this work.
- Provide the US-based and Madagascar-based management teams with technical input and strategic advice on clinical staffing, programs, partnerships, and grants.
- Train PIVOT and MOPH staff in both programmatic and individual clinical care of patients. Spends time seeing patients and providing clinical support, mentorship and guidance to improve quality of care and improve programs.

### Key Relationships

- Reports to the Country Director based in Ranomafana, Madagascar.
- Supervises the following positions:
  - Deputy Director of Social Programs and Community Health
  - Deputy Director of Primary Care
  - Deputy Director of Hospital Care
  - Deputy Director of Biomedical Services
- Provides technical support to partnerships with local, regional, and national MOPH staff, other NGOs working in partnership with PIVOT, and donors as needed.

### Qualifications

- **MD required.** A licensed physician who has completed residency training - preferably in the fields of internal medicine, family medicine, internal medicine, pediatrics, or emergency medicine.
- Experience in a leadership role, preferably in the field of global health.
- Lived or working experience in a resource-limited setting.
- Experience with project management and budget development.
- Strong written and oral communication skills.
- Professional French and English language proficiency required including reading, writing and conversing. The office and medical team in Madagascar operate in French, while the headquarters and board of directors operates in English.
- Malagasy language ability considered an extraordinary asset, as is any substantial experience in Madagascar or working with the Malagasy public health system.
- Ability to work within Malagasy culture and norms with the aim of mentoring Malagasy and expatriate staff.
- Long-term commitment to living and working in rural Madagascar, at least 75% of the year. This is a full-time field position, but if applicants are interested in working up to 8 weeks a year at a medical institution in their home country in order to maintain their clinical skills, this can be accommodated.
- Demonstrated commitment to global health, social justice and working in solidarity with the rural poor. It is critically important to believe strongly in the work PIVOT does, to advocate on behalf of the patients, and truly enjoy working to fulfill the mission of the organization in accordance with our values.

### To Apply

Please submit your CV and letter of interest to [jobs@pivotworks.org](mailto:jobs@pivotworks.org) no later than **August 6, 2020**.

Applications will be considered and interviews scheduled on a rolling basis. Please refer to the job title in the title of your email.

Your letter of interest should set out your overall vision to guide PIVOT's clinical programs through a MOPH - PIVOT universal healthcare collaborative effort starting in 2020.

For more information on PIVOT, please visit our website at [www.pivotworks.org](http://www.pivotworks.org).