

JOB DESCRIPTION	Technical Advisor Social Security
Job category	5 - Senior Consultant

The Health Sector in India

While India has made dramatic changes between 1947 and 2004 on health indicators such as life expectancy and infant Mortality Rate (IMR), the growth and development process in the country have profoundly impacted on demographic, epidemiological, social and managerial dimensions of health care. The rising demand for health services is exposing the inadequacies of the present health system both the public and private. While the responsibility of the government in ensuring an efficient health system has increased, the challenge of purposefully utilizing the private health system also remains.

Therefore the health sector in India is presently in a major transition to implement structural and operational changes with a high demand for immediate and fast delivery mechanisms from the participating institutions. Reform issues to be addressed include governance, restructuring administrative departments, developing a vision and strategies, developing human resources and institutional capacity, devolution of authority, improving management capacity, performance-based monitoring, options for financing, quality assurance and public private partnerships.

Sickness is one of the most frequent causes of poverty. Over and above the shortage of facilities and geographical inequalities of provision, the affordability of health services is a critical factor. To overcome poverty it is therefore vital to set up structures for social protection. These give the poorest segments of the population access to high quality yet affordable health services. The theme of social health insurance is gaining particular prominence in the field of development policy, and being addressed in the programmes of multilateral organizations (World Bank, WHO, ILO and the EU). The needs of developing countries are manifested in their growing demand for innovative approaches and socio-political advisory competence. To halve extreme poverty, strengthening social protection, especially health insurance, and control of the major infectious diseases are priority issues. Accompanying India's policy makers in setting up or promoting the setup elements of social protection, with a vision of a comprehensive, universal and equitable system based on solidarity value and a subsidiarity principle requires specific technical competences and advice.

A. Responsibilities

Having an economist point of view, the technical advisor will have the following responsibilities:

- ◇ To understand issues related to the social security context with special emphasis on: health care facilities, access to health care for the poorest, health financing issues, social security systems existing in India and in other countries.
- ◇ To follow up, to analyze and assess, when required, developments done in the social health security sector.
- ◇ To formulate in cooperation with the Social Security Technical Adviser proposal for

strategy in the social security sector with a holistic approach at every steps,

Within this context, s/he fulfils the following tasks:

B. Tasks

Professional Advising and Consulting

- To advise in cooperation, with the social security Technical Adviser, social security Implementation and management processes:
 - To analyze alternative scenarios and options, with management capacity assessment and capacity building requirements,
 - To propose governance systems based on a systemic, holistic and yet flexible approach, ensuring a sustainable management focusing on people social security and health improvement, as well as improved quality health care facilities.
 - To design the operation, decision processes and associated management information system and technology required.
 - To participate in the assessment of financial costs / revenues plans and their further possible adjusting processes, including social security funds and as well as their administration (promotion, marketing, servicing and management).
 - To assess the current legislation and the way systems would merge into such legislation. Propose alternative set of regulations to improve the present system.
 - To propose communication strategy to ensure a deep understanding of the concerned population and stakeholders as well as a smooth implementation.
- To design proposals for financial support ideally in cooperation with the centre for competences and services in micro insurance.
- To realize economic appraisals, impact assessment of the department initiatives.
- Participates in identifying needs for external support and advice, elaborates on policy recommendations and develops a strategic approach
- Supervises development and implementation of program plans and activities in close coordination with counter partners
- Contributes to preparation and implementation of the consultation process, the program's activities, and efforts in the regions
- Assists in defining terms of reference, selection, and supervision of contracted third parties in carrying out program's activities, including performance evaluation
- Supervises development and implementation of program plans and activities in close coordination with counter partners
- Conceptualises, prepares and implements workshops, seminars, and other events on subjects that are related to the program's field of activities
- Develops and organizes quality assurance and proposes necessary changes, improvements, and initiatives

- Monitors programme progress, reviews reports and documents concerning the progress of collaborative programmes, determines bottlenecks and recommends alternative courses of management action to the Principal Advisor

Networking and Cooperation

- Co-operates with and ensures regular contacts, dialogues: does PR work and cooperates with local communities, relevant organizations, non-governmental bodies and persons within the program's/project's environment as well as with other projects in order to enhance and maintain good working relationships
- Communicates and channels local interests and aspirations and exchanges ideas and information for the benefit of the programme
- Maintains repeated field visits to the regions in accordance with the requirements of the project

Knowledge Management

- Compiles information about social security with special emphasis on health financing and ensures knowledge transfer
- Develops strategies and technical concepts including guidelines, manuals, and procedures, which are ready to be applied
- Prepares reports and presentation materials
- Prepares appropriate input to the various project/program reports/publications including annual reports; contributes to other reports required by the Program Director and the GTZ Headquarters
- Supports research and study activities on policy topics that will benefit collaborative programs.

Management and Coordination Tasks

- Supports general planning and products design, including preparation, organization and moderation of planning exercises, implementation, management, monitoring, quality management, evaluation, communication, and documentation
- Coordinates and prioritises relevant project activities at the local level in cooperation with the partners, as well as in organizational preparation and in the implementation of these activities
- Prepare the budget for key events and related financial documentation
- Monitors operational budget against funds availability for the different program components
- Compiles relevant information for collaborative activities and missions
- In the absence of the Program Director, undertakes appropriate actions to facilitate continued operation of the program

General Duties

- Is responsible for the management of personnel, finances, and infrastructures of the entrusted area of activity

C. Other Duties/Additional Tasks

- As required and assigned by the Principal Advisor

D. Required Entry Qualifications and Competencies

Formal Education

- Diploma in actuarial science, or statistics applied to insurance

Professional Experience

- At least 10 years of experience
 - with experience in the formal insurance/reinsurance sector
 - with experience in the micro insurance sector.
- Working Experience in other reputable organizations (international organizations, consultancies, bilateral agencies etc.) active in her/his field
- Strong record of professional expertise in his/her field (publications etc)

Further Knowledge

- Excellent command of MS-Office
- Good working knowledge of modern telecommunication systems
- Language skills

- E. Reports to:** Principal Advisor
- F. Deputy of Position:** Members of the Social Security - Team
- G. Deputized by:** Principal Advisor
- H. Location** Health Sector Support Office, Delhi