

### **Background**

Akros is a cutting-edge organization that establishes data-driven systems to improve the health and well-being of disadvantaged communities. We pride ourselves in our ground-level knowledge of the service delivery systems where we work, and our ability to provide novel, lasting solutions implemented in developing regions. Our technical emphasis leverages open-source technology for community-led development. Projects range from supporting Community-Led Total Sanitation, to national Health Information Systems strengthening, to malaria case detection via mobile phone, to electronic data reporting for rural school administrators. The breadth of Akros' projects has enabled our teams to establish working relationships at the sub-national and community levels in every province in Zambia (across nearly 40,000 villages) as well as at the central level in Angola, Botswana, Malawi, Mozambique, Namibia, South Africa, Swaziland and Zimbabwe. Akros staff members work with a broad range of donors, partners and stakeholders to pursue this mission, including USAID, UNICEF, SightSavers, government officials and traditional leaders.

Although we work across the Southern Africa region, Akros is a partnership between Akros, Inc, registered as a small, woman-owned, business in the U.S., and Akros Research, an NGO registered in Lusaka, Zambia. The majority of Akros' employees reside in Zambia and work from Lusaka HQ.

Akros is seeking an Innovations & Scaling Associate to support data collection and data transmission activities in Lusaka, Zambia. The Associate's core role will be to develop informatics concepts for community information systems, mobilize resources to expand current programs, and keep Akros aligned with global trends in the mHealth, health informatics, and ICT4D spaces. The position is expected to be about 30% software configuration and maintenance, with 70% R&D (innovation, business development, and learning). S/he will work under the oversight of Akros' Senior HMIS Advisor, who is also based in Lusaka.

### **Responsibilities**

#### ***Programming, Database Architecture, and System Maintenance***

- Design and deploy new databases, such as Open Data Kit, iHRIS, OpenMRS, and in particular DHIS2, in accordance with partner needs
- Manage and monitor mobile data transmission from diverse stakeholder base
- Lead use case assessments in collaboration with partners and make recommendations for system architecture
- Develop surveillance protocols and training materials to promote proper, sustainable use of the data collection system
- Routine system audits and troubleshooting of current Akros programs

#### ***R&D, Innovations, and Feature Development***

- Contribute to Informatics Research & Development meetings to research, brainstorm and document practical applications for ICT and development informatics

- Maintain a market research database of possible software tools and implementation approaches for “mhealth” or development information systems in less resourced contexts
- Work with program managers to fully understand the systems and end-users, documenting these and adapting theories of change accordingly
- Expand DHIS2 training curricula and lead DHIS2 trainings for government partners
- Employ “Systems Thinking” and “Design Thinking” approaches to complex data collection and data dissemination challenges in low-resource contexts
- Participate in documenting new concepts and developing funding proposals
- Proactively distributing R&D findings to Akros administrative and program management staff at the country and regional levels
- Other duties as assigned

### **Minimum Qualifications**

- Bachelors degree (required) or Masters degree (preferred) in public health, public policy, economics, social sciences, or related field
- Knowledge of core principles of design thinking and/or monitoring and evaluation
- Demonstrated understanding of how applied innovation accelerates international development impact, through a relevant course, practicum, internship, or 2-3 years work experience
- Experience in at least one data management software such as R, SQL, STATA, SAS
- Ability to lead in a multicultural environment and motivate other staff to excel, including public speaking experience
- Self-starter who will thrive through exemplifying ownership and initiative. Candidate should be highly productive and internally motivated
- Demonstrated ability to work well against complex and challenging delivery schedules

### **Preferred Qualifications**

- Preference given to candidates with advanced knowledge of DHIS2, MS Office Suite, or content management systems, and ArcGIS
- Familiarity with Open Data Kit, Tableau, OpenMRS, iHRIS, Kobotoolbox, Frontline SMS, and/or Commcare a plus
- Experience in leading software trainings, developing technical documentation, or using knowledge management systems a plus
- Background in consulting, business intelligence, or project management a plus
- Experience in health informatics a plus

### **Location, Term, and Travel**

This position is based in Lusaka, Zambia, is open to either international or local candidates, and will be for a period of 12 months beginning immediately. (Extensions may be available contingent upon performance and funding). The position will require about 10% travel to communities that benefit from Akros programs in rural Zambia and about 10% travel abroad.

**Application Instructions**

Candidates will be interviewed on a rolling basis and are encouraged to apply early. To apply, please submit a cover letter and CV with references to **careers@akros.com** with "Application: Innovation and Scaling Associate" as the email's subject line.