



VP of Health – Job Description

MicroEnsure Historical Background – Entry to Health

In 2002, as an ambitious project within Opportunity International, one of the world's largest micro finance networks, MicroEnsure was created to protect the world's poor from the risks that kept them perennially in poverty via micro insurance products that were affordable and distributed through the micro finance institutions they engaged with on a daily basis. This project more than achieved its objectives and in 2005, the company was born as the Micro Insurance Agency, the world's first insurance intermediary focused solely on providing micro insurance products to the world's poor. In 2007, The Bill and Melinda Gates foundation granted the organization \$25M over five years to expand its operations. As the company grew to serve over 3.5 million lives, it was rebranded in 2008 to MicroEnsure, with an increased focus on meeting the most important needs of the poor through expansion into agriculture insurance, health insurance, and alternative distribution channels like NGOs, mobile phone services, etc.

In early 2008, MicroEnsure committed to transforming how the world's poor access health care through the provision of innovative health financing and health management products and services. To date, MicroEnsure has been successful in delivering affordable, cashless inpatient health insurance to India's poor through innovative partnerships with underwriters and a sophisticated, yet low-cost third party administration (TPA) solution. It has been clear that this type of approach is necessary on a global scale, and MicroEnsure has begun the process of replicating globally with a specific focus in East Africa and the Philippines in 2010. It is with this health focus in mind that MicroEnsure has begun its search for a VP of Health to develop the strategy and deliver it on an operational level over the next five years.

Job Description

MicroEnsure's VP of Health will have strategic and operational responsibilities to build MicroEnsure's global and country level health organization from the ground up. The first phase of this role will require an ability to personally execute country level health assessments, manage MicroEnsure's daily interaction with health partners such as TPAs and underwriters, develop products and business processes, and implement programs at the local level. The second phase will include the recruitment, training and transitioning of local health operations to country teams. This will require the unique skill set of a seasoned health veteran who can work both at a technical, deliverable level as well as eventually lead the implementation and scale up of health management/insurance programs in a variety of countries in Africa and Asia.

Key Outputs

The VP of Health will have responsibility for the following key outputs:

- Health assessments (three countries by 2011) – Includes assessments of target population, health care infrastructure, competitive environment, disease prevalence/indicators, and underwriting concerns.
- Health financing/insurance products developed and launched – In conjunction with underwriters, MicroEnsure staff, client requirements, and affordability index.
- Acquisition/development of health insurance system – MicroEnsure currently services health programs via a TPA system, but has plans to acquire and tailor a system for in-house utilization with a focus on micro health insurance requirements. Backbone of the system will be robust ICD protocols that enable evidence-based outpatient services, inpatient and clinical management.
- Marketing, sales and training programs– Creation and deployment of programs and marketing materials with distribution partners.
- Global and local health operations team – Recruitment and training of local and global teams.
- Prevention and education programs – Will require significant partnerships to deliver complementary education and prevention services alongside MicroEnsure’s offerings.
- Health provider network –Negotiated service agreements with public, private and missionary hospitals and clinics in each country of operation.
- Drug supplier network – Develop partners and alternative channels for distributing affordable and usable drugs.
- Effective reinsurance partnerships – Developing a profitable health portfolio will require strong treaties with global reinsurers.
- Public/private/faith-based (FBOs) health care/insurance model – Developing health programs for these organizations will require collaboration across public/private boundaries.
- Customer care call center – Imperative to effective health programs will be an efficient global help number that will serve program members.
- Comprehensive monitoring and evaluation system ;
 - Clinical services, evaluation and audit function – Develop capability for ongoing monitoring /surveillance of clinical service delivery
 - Periodic health provider audits to ensure and improve quality of care indices
 - Development of the tools and reporting functions necessary to understand and affect change in health care outcomes in communities where MicroEnsure operates.
- Technology-enabled health strategy – Execute survey of “what’s possible” and develop a strategy for enabled services developed. Could include mobile clinics, mobile-enabled payments/identification/health education, pocket PC distribution/management methods, etc.
- Contribute to the 3, 5, and 10 year health strategy for MicroEnsure

- Establish MicroEnsure as leading micro health practitioner – The micro health field is in its infancy, and contributing and learning from the global discussion is a requirement via development and dissemination of credible data and participating in conferences, summits, collaborative networks, etc.

Person Specification

Either

- Extensive track record developing and delivering insurance products and programmes with a focus on health insurance with several years experience of working in developing or emerging economies

Or

- Extensive track record of managing health care systems and programmes in the developing world with a significant component of this experience in health financing

Desirable experience

- Experience working with private and public sector healthcare providers and suppliers including engaging them in commercial negotiations, as well as government health policy and regulatory entities
- Experience of creating and implementing new businesses or programmes from scratch and defining and modifying the processes and systems that go with these
- Experience working with actuaries for business analysis, product pricing and benefit design
- Experience of working with IT or Third Party Administrators

Attributes

- Leadership and management abilities with the capability to build, manage and develop a team
- Strategic thinking with the confidence and gravitas to contribute to Strategic Management Team discussions
- Team work ability with the willingness to engage in a hands on role without the support and support systems of a bigger office environment
- Strong self starting abilities capable of operating with minimal input
- Ability and interest in engaging MicroEnsure's target market and the ability to communicate complex concepts in simple terms
- Willingness to take frequent trips to Africa or Asia



- Sympathy for the company's Christian values and mission of heeding Christ's call to serve the poor

Terms of Appointment

The role is full time and will be based at the MicroEnsure offices in Cheltenham. The salary will be circa £60,000 with efforts to make it commensurate with the competencies and experience of the successful candidate relative to other staff members. The package also includes a contribution to a pension and 25 days annual leave.

How to Apply

Applications should be sent by email to Sam Stephens at mvpi@macaulaysearch.com

The closing date for applications is noon on Monday 26th April 2010.

Your application should comprise of:

- a full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held, relevant achievements and latest remuneration including any benefits;
- a covering note of not more than 1.5 pages (total) summarising your proven ability related to the person and post specifications;
- daytime, evening and/or mobile telephone numbers (to be used with discretion).

Please also note in your covering letter where you saw the advertisement.

Process

Macaulay Search has been engaged as the employment agency advisor on this appointment. A selection of candidates will be invited to have a telephone interview with Richard Leftley, the Chief Executive on Wednesday 12th May.

A smaller shortlist of candidates will then be invited to a second round of interviews at MicroEnsure's offices in Cheltenham which is planned for Friday 28th May.

You may expect to be contacted by Macaulay Search not later than Monday 10th May.