



LIFENET INTERNATIONAL

Transforming  
African healthcare.  
**Saving lives.**



## OPPORTUNITY PROFILE

Vice President of Programs  
& International Operations





## OVERVIEW

**LifeNet International addresses the devastating consequences of poor-quality healthcare in sub-Saharan Africa.** Local faith-based healthcare facilities are responding to the health needs of their communities. Unfortunately, health workers in these facilities often lack the knowledge and tools they need to care for their patients well.

Since 2012, LifeNet has partnered with existing faith-based healthcare facilities in Uganda, Malawi, Burundi, and the DRC—equipping and empowering healthcare workers with the knowledge and tools they need to provide high-quality, sustainable, and lifesaving care to patients.



## MISSION

**LifeNet International transforms African health facilities to provide quality, sustainable healthcare and save lives.**

The LifeNet mission is fueled by the belief that all people bear the image of God and should have the opportunity to live a healthy and whole life as well as our commitment to caring for poor, marginalized, and underserved patients in Africa. LifeNet pursues its mission primarily through partnerships with faith-based healthcare facilities in sub-Saharan Africa.

# VISION



LifeNet envisions a world where no one dies from a preventable cause and every person has access to high-quality healthcare, delivered with compassion.

## Practical Vision: 10-10-10

- Fueled by the belief that every person should have the opportunity to live a healthy and whole life, we are dedicated to expanding our reach over the next three years through our 10-10-10 Vision: By the end of 2023, LifeNet plans to operate in 10 countries, improving 10 million patient visits every year at an annual cost of \$10 million—**just \$1 per patient visit improved!**
- LifeNet has developed a strategic plan for achieving this 10-10-10 Vision and is actively implementing that plan across Africa.

# VALUES



**Honoring God & others in all that we do:** From our work in the field with health facilities to our team meetings and assessments, we are committed to honoring God, one another, patients, and our partners



**Sustainable impact at scale:** our leaders closely monitor key impact indicators and evaluate all programs and decisions with sustainable impact at scale in mind.



**High-quality, compassionate healthcare:** Our belief that all people bear the image of God motivates our desire to pursue quality, compassionate care and elevate the poor and the vulnerable in our world.



**Evidence-based programming:** Keeping best practices in mind, a significant amount of data are analyzed and taken into account when evaluating all strategies, tactics, and decisions.



**Local church ownership & decision making:** This value inspires our partnerships with local, church-based health center staffs and motivates us to deliver evidence-based interventions to people who need them in sub-Saharan Africa.

# HISTORY

**LifeNet International was founded to address the deadly consequences of poor-quality healthcare in sub-Saharan Africa.** Local African churches are responding to the health needs of their communities through faith-based healthcare facilities. Unfortunately, these facilities often lack the knowledge and tools they need to care for their patients well and save lives.

In 2012, LifeNet launched its model of local, church-based partnership, beginning with 10 church-run healthcare facilities in Burundi. Today, LifeNet partners with 290+ faith-based healthcare facilities in Burundi, Uganda, the DRC, and Malawi. These facilities provide care for more than 4 million patient visits every year as they seek to live out the gospel in both word and deed.

When facilities partner with LifeNet, they receive a package of high-impact medical training, management training, digital learning tools, and mentoring in Christian holistic ministry, along with ongoing quality evaluations, support, and access to vital tools and equipment. Within just one year, facilities dramatically improve the quality of care they provide to their communities, through LifeNet partnership. **Improved healthcare quality saves lives.** For example, in 2020 alone, our partners saved 1,233 newborn lives by implementing the neonatal CPR techniques they learned from LifeNet.





## TRANSFORMING AFRICAN HEALTHCARE THROUGH FAITH-BASED FACILITIES

More than eight years of rigorous monitoring and evaluation data confirm that LifeNet partners dramatically improve their quality of clinical care and financial sustainability through LifeNet partnership. For example:

- Facilities implementing proper clinical hand washing protocols to reduce infection and save lives has improved from 12% to 87% **(7x improvement)**
- Facility ability to save a newborn life at birth through infant CPR has improved from 4% to 90% **(22x improvement)**
- Facility ability to save a woman's life through managing and treating a postpartum hemorrhage has improved from 5% to 93% **(18x improvement)**
- Facilities accurately and effectively implementing daily and monthly accounting practices has improved from 9% to 91% **(10x improvement)**
- Facilities implementing best practices in pharmaceutical stock management improved from 10% to 89% **(8x improvement)**



## LIVES SAVED IN 2020

**Empowered through LifeNet training**, healthcare workers are now able to properly prevent infections, resuscitate babies born not breathing, diagnose and treat infectious and non-communicable diseases, manage postpartum hemorrhage, and save lives.



**802**

MOTHERS SAVED THROUGH  
TREATMENT OF A  
POSTPARTUM HEMORRHAGE



**1,233**

BABIES SAVED THROUGH  
NEONATAL RESUSCITATION  
LEARNED FROM LIFENET

# MEET LIFENET PRESIDENT DAVE EVANS

**Dave Evans' driving passion is to see an end to the effects of poverty and hunger around the world.** This steady drive has led to 37 years of experience in international relief and development, management, and implementation of poverty and hunger alleviation efforts around the world. Dave has lived and worked in Burkina Faso, Chad, Mali, Bolivia and Zimbabwe. He holds a Master of Science degree in Agricultural Economics from Penn State University and a Bachelor of Arts in International Studies from Indiana University of Pennsylvania. He speaks French, Spanish, and English.

Dave's work in international development began in 1984, when he served as a technical assistant in agriculture and water resource development programs in Burkina Faso and Chad. In the early 1990s, he joined Food for the Hungry International as a Country Director of the organization's program in Chad. During his time at Food for the Hungry, Dave grew in his roles and responsibilities, serving as a Country Director in Bolivia, as the Director of Food Security Programs, Director of the Africa region of the organization, Senior Director of International Operations, Vice President of US Govt Grants, and ultimately as President and Global Executive Officer of Food for the Hungry US. In his Vice President and President roles at Food for the Hungry, Dave led funding and program growth goals that resulted in a 500% increase in grant income and a successful global program strategy (child-focused community transformation) that remains in place to this day.

Following his time in Food for the Hungry, Dave joined World Vision as Chief of Party of a USAID-grant program in the country of Zimbabwe, which was successful in improving food security for over 500,000 Zimbabweans.

After that role, he served as Senior Director of Innovation in World Vision, where he led two major strategic initiatives.



Dave joined LifeNet as President in early 2019 and immediately began to build a growth strategy that has become LifeNet's 10-10-10 Vision. Over the past 2.5 years, LifeNet's budget has doubled in size, with partner healthcare facilities more than doubling from 137 to 299. At the current growth rate, LifeNet is poised to grow to 10 countries of operation and over 600 health facility partnerships by the end of 2023.

In addition to his work as President of LifeNet, Dave collaborates with and serves the larger Christian international development community as a member of the board for Christian Connections for International Health (CCIH) and as an active participant and leader in the Accord Network for Christian relief and development organizations.





# POSITION SUMMARY

## **Vice President of Programs & International Operations**

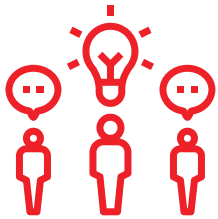
Reporting to the President, the Vice President of Programs and International Operations leads and manages the implementation of LifeNet's Strategic Growth Plan in Africa, with a focus on the following key activities:

- Lead LifeNet Country Directors and their teams in Africa.
- Develop and scale existing systems and programs to achieve the 10-10-10 vision.
- Translate strategic objectives into actionable plans with measurable results.
- Develop a long-term vision, while also ensuring the successful implementation of detailed program plans resulting in high-quality, sustainable, and holistic healthcare improvements in LifeNet countries of operation.

The Vice President of Programs and International Operations supervises LifeNet's Country Directors, a Director of Monitoring, Evaluation and Learning (Uganda), a Director of Digital Enablement (Uganda), and a Health Specialist (Wash, DC).

# PRIMARY RESPONSIBILITIES

**Lead and manage LifeNet's strategic goal to expand into new areas within LifeNet's four established countries of operation**, adding over 200 new partner healthcare facilities (HFs) in these countries by the end of 2023.



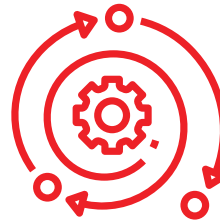
**Strategic leadership and results management:** Hire, promote, coach, and lead great country directors and deputy directors within LifeNet's established countries of operation.



**Lead, coach and support LifeNet program team staff** in the Africa Support Office and the US Office to successfully build, manage, and support the programmatic and operations aspects of this expansion.

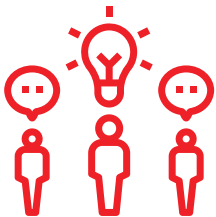


**Lead the improvement of staff capacity and operational systems** (finance, administration, HR, programs, etc.) in all four countries to successfully support this expansion with maintenance of a high level of program quality and impact.



**Lead the successful implementation of the program coverage goals** in LifeNet's strategic plan by building capacity for and driving/supporting the implementation of expansion plans in all four established LifeNet countries to reach majority coverage (>50%) of the faith-based, healthcare facility market in Uganda, Burundi, Malawi and DRC.

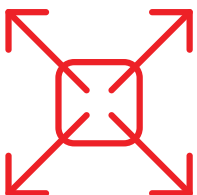
**Lead and manage LifeNet's strategic goal to expand into six new countries**, adding over 200 partner HFs in these six new countries by the end of 2023.



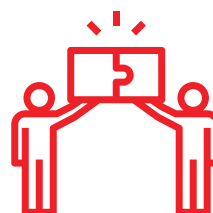
**Strategic leadership and results management:** Hire, promote, coach, and lead great country directors and deputy directors in all new countries of operation.



**Ensure the successful establishment of these six new country operations** and their integration into LifeNet's global structure, including legal registration, Country Director and other key staff hires, MOUs with partners, etc.



**Lead the successful implementation of LifeNet's new country expansion goal.** This will include the design and implementation of new country assessments and start-up of operations that will position LifeNet for good program results and solid footing for rapid growth in Kenya, Ghana, Zambia & Togo as well as two additional African countries.



**Build key strategic in-country partnerships** with Christian Health Associations, church denominations, ministries of health, healthcare facility administrators and clinicians, and other organizations leading to the establishment of solid working relationships and early wins re. quality of medical care and improved management.

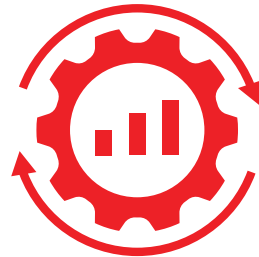


# PRIMARY RESPONSIBILITIES

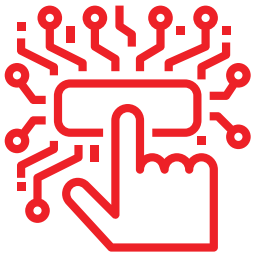
Take LifeNet to a **substantially higher level of performance** related to healthcare quality, sustainability, and spiritual integration.



**Lead the implementation of program improvement goals** in LifeNet's strategic plan, with a focus on continuous quality improvement, sustainability of healthcare operations, and spiritual integration.



**Drive increased optimization of LifeNet's capacity-building model**, with a focus on approach, methodologies, content and staffing.



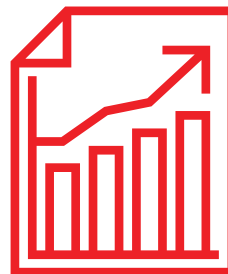
**Lead implementation of LifeNet's digital enablement strategy and the M&E system improvement initiative** in symbiotic fashion in order to improve service delivery and results, thus taking us to the next iteration of LifeNet's program approach.



**Be a thought and practice leader in the international NGO healthcare community** in innovative, business-minded, and results-oriented approaches to clinical healthcare in Africa.



**Lead the successful implementation of other expansion of activities** listed in the LifeNet strategic growth plan, including epidemic/pandemic preparedness and response, and increased healthcare facility access to high-quality, affordable pharmaceutical and bio-medical inputs.



**Drive the sustainable improvement of results achievement and measurement** at partner healthcare facilities, with an increased focus on demonstrating health outcomes (e.g., decreased maternal and infant mortality), financial outcomes (e.g., increased revenue, and increased number of facilities above break-even), and evidence of spiritual integration.

# POSITION REQUIREMENTS

- Personal commitment to the Christian ethos and mission of LifeNet International, including a willingness to affirm the Apostles' Creed.
- Master's Degree in Public Health, Health Administration, Health Science or other relevant field; MD/DO/PA/NP/RN degrees are a plus.
- Relevant program management experience in the developing world, preferably in Africa.
- Minimum of three years of program and international field operations management experience at headquarters and/or regional level, with demonstrated capacity in leading a team to accomplish results.
- Significant experience in international health program design, implementation, monitoring and evaluation.
- Experience in building the capacity of partner entities, preferably faith-based health centers.
- Strong written and oral communication skills in English required, with French a plus.
- Excellent interpersonal relationship skills with an ability to partner with a dynamic leadership team while driving toward clarity and solutions; demonstrated resourcefulness in managing operations, setting priorities and guiding investment in people and systems, and seeing projects through to their successful completion.
- Innovative and nimble – decisive in the face of a rapidly changing environment.
- Ability to multi-task with a diversity of projects, balancing grace and truth.
- Someone with humble self-assurance; a change agent who can build consensus.
- Willingness and ability to travel up to 30% time; mostly international with some domestic



# LOCATION

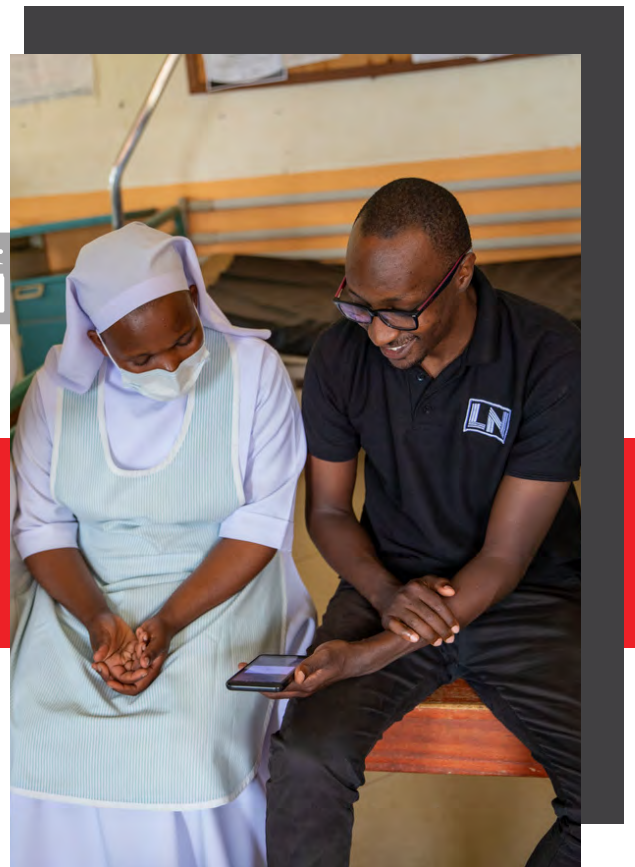
**LifeNet International in the United States is located in Washington D.C.**

LifeNet's office is located in the beautiful, spacious, and vibrant WeWork complex in close proximity to the White House and USAID office in Washington, DC. This DC location affords the VP of Programs the opportunity to connect, coordinate and collaborate with staff in INGOs, contractors, USAID, Department of HHS, health associations (e.g., Christian Connections in International Health and Core Group), and other organizations.



## ANTICIPATED SEARCH TIMELINE

It is anticipated that the top Vice President of Programs and International Operations candidates will be interviewed in late August to early September 2021.



# SEARCH & SELECTION PROCESS

The LifeNet President is charged with vetting candidates for this position and is assisted by Jeff Davis of J. Davis & Associates. JDA will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of resumes. When appropriate, candidates will be asked to provide a thorough vocational history, respond to a questionnaire, and have a video interview with Jeff Davis. Those holding the most promise will then be asked to complete a [Predictive Index \(PI\) Behavioral Assessment test](#) and a cognitive behavior test before being interviewed by the interview committee. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared for the committee. The finalists will then participate in an in-person interview with LifeNet leadership at the LifeNet HQ in Washington, DC.

J. Davis & Associates is an executive search consulting firm devoted to serving clients in the church, Christian non-profit and educational sectors.

*LifeNet is both an equal opportunity employer and a faith-based religious organization. In this regard, LifeNet conducts hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, membership in any labor organization, political ideology, or disability of an otherwise qualified individual.*

*Pursuant to the Civil Rights Act of 1964 Section 702 (42 U.S.C. 2000e 1(a), LifeNet has the right to and does hire only candidates who agree with LifeNet's Statement of Faith.*

## CONTACT



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Executive Search Consultant



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