

Job Summary:

Reporting to the CEO, the Director, Strategy & Projects Management is a senior executive leader accountable for advancing AGC Tenwek Hospital and all its institutions' strategic priorities through enterprise-wide strategy deployment, project portfolio leadership, and transformational initiatives. As a trusted advisor to the CEO and Management Team, the Director ensures alignment between vision and execution by driving high-impact projects, developing performance frameworks, and embedding a culture of results, innovation, and accountability.

This role is critical in ensuring AGC Tenwek Hospital and all its institutions remain focused, agile, and mission-aligned through a season of transformation and growth. The holder will serve as a steward of strategic intent, a driver of enterprise initiatives, and a catalyst for long-term impact.

Key Responsibilities**Strategy Definition**

- Responsible for the definition of structure and execution of strategic initiatives through the development of work plans, gathering and generation of relevant data, driving analyses, and the development of actionable recommendations.
- Identify and develop strategic opportunities for the hospital with a view of diversifying the customer base and gaining an additional share of the market.
- Review the feasibility of new markets as well as their potential growth opportunities.
- Provide short and long-term strategic recommendations to the hospital's Board and Management that are meant to develop and capitalize business opportunities.

Strategic Planning & Execution

- Guide the implementation and evolution of AGC Tenwek Hospital's 2024–2028 Strategic Plan.
- Cascade strategic goals across departments and ensure alignment of initiatives with enterprise objectives.
- Lead annual strategy refresh and mid-cycle reviews to reflect environmental shifts and performance insights.
- Advise the CEO and Board on strategic priorities, risks, and progress.

Enterprise Project & Program Leadership

- Lead the design and implementation of a robust enterprise Project Management Office (PMO).
- Oversee the full lifecycle of strategic projects—from initiation to closure—with focus on benefits realization.
- Standardize project governance, methodologies (e.g., PMI), and tools for consistency and effectiveness.
- Provide oversight and advisory support for major hospital transformation and capital projects.

Strategic Performance Management

- Lead the deployment of the Balanced Scorecard (BSC) framework to measure and track progress toward strategic objectives.

- Partner with Decision Support and Finance to define, monitor, and report KPIs and performance trends.
- Facilitate regular strategy and performance reviews with senior leadership and the Board.

Change Enablement & Transformation

- Drive awareness and insightful analyses of the market and transaction trends as well as identify and explore any adjacencies to the hospital in order to ascertain risks and opportunities.
- Champion a structured approach to change using the ADKAR/PROSCI methodology.
- Serve as a key enabler of organizational transformation by fostering stakeholder alignment, communication, and capability development.
- Identify organizational readiness gaps and support leadership in managing transitions.

Collaboration

- Establish collaborative and trusting relationships with the hospital's key internal leaders and stakeholders in order to ensure that there is a free flow of ideas and information across the business, leading to suitable strategy formulation and overall business performance enhancement.
- Collaborate across the organization with top leadership, aiding in individualized strategy formulation for different projects and initiatives.

Innovation & Strategic Initiatives

- Drive cross-functional innovation projects that accelerate strategic impact.
- Lead or incubate enterprise-wide initiatives not housed under any one department.
- Foster a culture of continuous improvement, agility, and innovation in service delivery and strategy implementation.

Qualifications & Experience

- Master's degree in business administration (MBA) with a focus on Strategic Management/Strategy and Operations, Healthcare Administration, Business, Public Health, Strategy, or related field.
- Professional certification in Project Management (e.g., PMP, PRINCE2).
- Minimum 10 years of progressive leadership experience in healthcare, strategy, or enterprise project environments.
- Demonstrated success in leading complex projects, strategic planning, and transformation efforts.
- Knowledge of strategy execution frameworks (Balanced Scorecard), project management (PMI), and change management (ADKAR/PROSCI).

Key Competencies

- Strategic Thinking & Foresight
- Enterprise Project Leadership
- Change Management & Transformation
- Stakeholder Engagement & Communication
- Performance Monitoring & Decision Support
- Innovation & Continuous Improvement

- Leadership & Influence Without Authority

HOW TO APPLY:

Interested candidates who meet the above criteria should send their applications to ceo@tenwekhosp.org on or before **25 July 2025** enclosing:

- Resume, Cover Letter & Statement of Faith*

****What is a statement of faith?***

A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with Tenwek Hospital. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.