

Ester Ndahekelekwa Nepolo (MPH, PhD candidate)

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Educational background

University of Namibia, Namibia – Doctor of Philosophy in Public Health candidate 2017 to date (on hold)

Focus Area: Health Systems Strengthening

Thesis title: Investigation of the Health System's capacity in promoting Tuberculosis treatment success in Namibia: Development of Health System strengthening strategies to enhance Tuberculosis treatment success.

University of Western Cape, South Africa – Master of Public Health (2016)

Thesis title: Effects of treatment compliance on treatment outcomes for Pulmonary Tuberculosis Patients on Directly Observed Treatment-short course in Windhoek District, Namibia.

Modules covered: Health Promotion for Public Health; Population Health and Development: A Primary Health Care Approach; Measuring Health and Disease: Intermediate Epidemiology/Biostatistics; Management Strategies; Using Information for Effective Management; Public Health Research; Quantitative Research Methods; Monitoring and Evaluation in Health and Development Programmes and Public Health Mini Thesis.

Major subjects: Monitoring and Evaluation in Health and Development Programmes; Using Information for Effective Management and Quantitative Research Methods

University of Namibia, Namibia – Bachelor of Nursing Science (2006)

Major subjects: Health Service Management and Community Health Science

University of Namibia, Namibia – Diploma in Comprehensive Nursing and Midwifery Science (2003)

Major subjects: Community Health Science, General Nursing Science & Midwifery Science

Professional Registration: *Health Professions Council of Namibia (HPCNA), Nursing Council (2003)*

Mweshipandeka High School, Namibia – International General Certificate of Secondary Education (1998)

Trainings/workshops/conferences attended

Involved in the *2024 – 2026 Global Fund grant making process* to assist with the development and finalization of the Grant's Performance Framework (2023).

Participated in the *2024 – 2026 Global Fund grant application process* (2023).

Certificate in *Introduction to Data Analysis with R, with Public Health Applications* (2023) a 16-week online course in health data science delivered by the Global Research and Analysis for Public Health Network, Institute of Global Health, Infectious Diseases and Mathematical Modeling Division, University of Geneva, Switzerland.

Participated in *HIV/TB/Malaria National Strategic Plan End Term Reviews and National Strategic Plans Development*(2022/2023), Windhoek, Namibia.

Participated in the *Global Fund Grant 2024 – 2026 Resource mobilization Country Orientation* (2022), WHO and Global Fund
Participated in the *Social Contracting Policy Concept note development* (2022), Ministry of Health and Social Services.

Certificate in *District Health Information System (DHIS2) Logistical Management Information System (LMIS) Academy Level 2* (2020) University of Oslo, Norway.

Certificate in *Introduction to Health Policy and Systems Research* (2018) University of the Western Cape, South Africa.

Certificate of attendance *Research and Innovation Proposal Writing* (2016) NCRST and University of Witwatersrand, Windhoek, Namibia.

Certificate in *Service Provision Assessment (SPA) Data Analysis using STATA 14* (2016), USAID, Pretoria, South Africa.

Attended the 11th Global Summit on *Bioethics* (2016) Berlin, Germany.

Certificate in *Health Management* (2014) University of the Western Cape, South Africa.

Attended a training on *e-health policy and strategy development* (2011) Swaziland.

Technical Advisory Member: Namibia Sustainability Roadmap of HIV/AIDS, STI, Tuberculosis, Viral Hepatitis and Malaria national response: Ministry of Health and Social Services (2023).

Technical Advisor to support the Review of the National Research Policy, Development of the Research Strategic Plan and Development of the Health Research Agenda for the Ministry of Health and Social Services): Contracted by the World Health Organization (2023).

Technical Advisor to support Research and Innovation Pillar for the National COVID-19 Response (Drafted the COVID-19 Service Readiness Assessment report for the MoHSS): Contracted by the World Health Organization (2021 - 2022).

Technical Advisor to facilitate the Planning of the Health Systems Review and the conduct of the National Health Research Policy Review and priority setting: Contracted by the World Health Organization (2021).

Technical Advisory member: Social Contracting Policy Development: Ministry of Health and Social Services (2022).

Technical Advisory member: Community-led Monitoring (Ministry of Health and Social Services and UNAIDS) (2022).

M&E Technical Advisory Member: Ministry of Health and Social Services – Key Populations Priority for Local AIDS Control Efforts (PLACE) and Stigma Study – Positive Vibes (Global Fund) (2022).

Technical Advisory Member: Ministry of Health and Social Services Monitoring, Evaluation and Research Technical Advisory Committee (2018).

Technical Advisory Member: Ministry of Health and Social Services Adolescent Girls and Young Women (AGYW) M&E framework development (2017/18).

Technical Advisory Member: Ministry of Health and Social Services HIV Combination Prevention Strategy Development (2017/18).

Technical Advisor: Ministry of Health and Social Services & Global Fund Health Facility Census and Data Quality Assessment (2017/18).

Technical Committee member: Tuberculosis Disease Prevalence Survey (2017/18).

Technical Committee member: National HIV Strategic Plan (NSF) Technical Working Group (2016/17 and 2022).

Service Provision Assessment data analysis for the USAID Demographic and Health Surveys Program - Assessment of health facility readiness to monitor HIV/AIDS services using Health Information Systems in Namibia (2016).

Technical Committee Member: Health Information System Technical Working Group (2016).

Advisory Committee member: Rössing Uranium Epidemiology Study of Uranium Mineworkers (2016).

Technical Committee member: Ministry of Health and Social Services and University of San Francisco California Namibia Population-based HIV/AIDS Impact Assessment (NAMPHIA) (2016/2017).

Technical Advisor: Ministry of Health and Social Services National Suicide Study (2015/16).

Technical member: National Commission on Research, Science and Technology (NCRST) Implementation, Monitoring and Evaluation Plan development (2015).

Technical Committee member: Namibia Statistics Agency 2014/2015 Namibia Income and Expenditure Household Survey (2014).

Facilitator: 2013 Namibia Demographic and Health Survey Data Analysis and Report Writing (2014).

Data Analysis and Report Writing (2013/2014): 2013 Namibian Demographic and Health Survey.

Project Monitoring and Evaluation: 2013 Namibia Demographic and Health Survey (2013/2014).

Supervisor: 2013 Namibia Demographic and Health Survey Data Entry (2013).

National Supervisor: 2013 Demographic and Health Survey (Omusati, Oshana, Ohangwena, Otjozondjupa, Kavango and Zambezi Regions) (2013).

Trainer: 2013 Demographic and Health Survey Listing Exercise and Main Fieldwork Training (2013).

Proposal development: 2013 Demographic and Health Survey Project Proposal (2012)

Computer Skills

Microsoft office suite (Word, Excel, Outlook, Power Point, Publisher, Internet Explorer)

Data analysis skills

Excel, Epi Info, STATA and R

Database development (basic skills)

Financial management systems knowledge

Oracle system

Work Experience

Monitoring and Evaluation (M&E) Advisor/Coordinator – Namibia Global Fund Programme Management Unit - September 2016 to date.

Ensure the development and maintenance of a functioning monitoring, evaluation and reporting system for the Ministry of Health and Social Services (MoHSS) as Principal Recipient (PR), which ensures that all individual recipients/Sub-recipients (IRs/SRs) submit timely, regular and structured monitoring reports through:

- Provision of technical support to the Response Management and Evaluation Sub-division of the MoHSS and all individual recipients/Sub-recipients (IRs/SRs), to strengthen monitoring and evaluation systems for the HIV & AIDS, Tuberculosis and Malaria Programmes
- Ensuring development and revision of a costed M&E plan and a Performance Framework
- Direct data auditing and verification to assure internal consistency and validity of programme activity
- Assessment of the IRs/SRs M&E capacity, ensuring adequate feedback to/from the IRs/SRs; reviewing IRs/SRs DQA systems,
- Review overall performance of the whole grants and individual indicators targets against achieved cumulative results and making recommendations to improve programme performance
- Ensuring that budgeted activities are implemented according to the work plan and there is an alignment between financial and programmatic performance.
- Prepare quarterly and annual /ad hoc programmatic progress updates on programmes funded with Global Fund resources
- Conducting periodic financial and programmatic grant performance rating, according to the Global Fund grant rating system
- Approving requisitions and purchase orders in Oracle financial system, as part of grant implementation and financial management/controls

- Management and coordination of the Monitoring and Evaluation Division of the Global Fund Programme Management Unit

Major achievements

- Coordinated the development and revisions of the Global Fund 2018 – 2020 and 2021 - 2023 Performance Frameworks;
- Coordinated the development of the Progress Updates standard operating procedures for the Global Fund grant;
- Facilitated the development of the Indicator Performance Tracking Matrix (Database) for the Global Fund grant.

Senior Health Programme Officer – Ministry of Health and Social Services – Directorate of Policy, Planning and Human Resource Development: Management Information and Research - December 2010 to August 2016

Generating evidence for policy decisions and strategic planning:

- Oversee overall research activities in the entire Ministry;
- Promotion of research activities in the Ministry;
- Coordination of research projects;
- Monitoring and Evaluation of research projects;
- Development of Management Information Systems;
- Development and review of Management Information Systems guidelines and tools including the Essential Indicators;
- Development and review of research management policies and management information guidelines;
- Coordination of the implementation of research policies and guidelines;
- Facilitation of the use of management information and research findings;
- Management of Management Information and Research Subdivision.

Major achievements

- Coordinated the planning and implementation of the 2013 Namibia Demographic and Health Survey;
- Coordinated the revision of the Research Management Policies and the reconstitution of the Research Ethics Committees.
- Coordinated the establishment of the National Bioethics Committee.

Reason for leaving

To take up an Advisory position.

Principal Registered Nurse (Customer Care and Public Relations) – Ministry of Health and Social Services/Intermediate Hospital Oshakati - Oct 2008 to Nov 2010

- Liaising between the Hospital, the Media, and the Public, to inform them about the Hospital activities, its objectives, plans, strengths and weaknesses.

- Receive and investigate complaints/concerns/comments of patients, their relatives or the media following the defined procedure.
- Conduct patient and staff satisfaction surveys as part of the continuous situational analysis.
- Conduct promotional activities.
- Developing educational materials about the Hospital to inform and educate the public

Major achievement

Developed a customer care strategy for the hospital.

Reason for leaving

To take up a promotional position.

Registered Nurse – Ministry of Health and Social Services/Outapi District Hospital - Jan 2003 to Sept 2008 .

Provision of patient care (assessment and diagnosing, curative care, promotion of health that includes rehabilitation of patients, prevention of diseases) supervision of human and material resources at the unit level.

Major achievement

Developed health education materials on promotion of health and safety for the paediatric ward.

Reason for leaving

To take up a promotional position

Hobbies and Interests

I am passionate about strategic information production, and I am always trying to improve my knowledge and skills through research. I enjoy taking part in constructive debates, likes challenging activities that require one's full attention as I am enthusiastic to expand my knowledge. As a leisure activity, I like reading and exercising.

References

Dr. Hilma Nangombe (Head of Research) Ministry of Health and Social Services Directorate of Health Information and Research Windhoek Tel: +264 61 2032502/62 (W) Email: hnangombe@gmail.com Cell: 0816268924	Ms. Selma Imene – Schutt (Programmes Coordinator) Ministry of Health and Social Services Namibia Global Fund Grant Programme Management Unit Windhoek Tel: +264 61 296 5700 Email: imene-schutts@mohss-pmu.com.na Cell: 0811473446	Ms. Idah Mendai (Grant Manager) Ministry of Health and Social Services Namibia Global Fund Grant Programme Management Unit Email: idadmendai@gmail.com Cell: 0811280738
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