**Name of Staff** Dr Huma Qureshi

**Proposed Position:** Health Specialist

**Contact:** 0300-8405614

Key qualifications

Dr. Huma Qureshi has a strong academic background; with close to twenty one years experience in the field of clinical, preventive/public and reproductive health with multi-sectoral integrated development through cross-sectional partnerships. She has specialised skills in integrating health interventions with other avenues of development sector. Her strengths also include planning and conducting tailor-made specific courses, impact evaluation of multi-disciplinary programmes; extending training and Post-training Support; qualitative monitoring & evaluation projects; strategic planning and system strengthening initiatives for health programmes and along the way built strong relationships with partners focusing on impact and result.

As Senior Director- Reproductive Health Management Division of Family Planning Association of Pakistan (RAHNUMA) was responsible for client – sensitive community based reproductive health & Mother and Child 500 Clinics &10 hospitals network; quality assurance management ensuring quality of care in service delivery; project handling and implementation; management and training of service providers in reproductive health issues & concept; development of IEC/BCC and training manuals; planning & organizing workshops, program evaluation and project development. Principle Implementation officer of various innovative first ever health related sensitive projects in Pakistan.

Some of the key assignments handled by her which best illustrate his expertise for the assignment in question is as follows:-

Relevant Experience

Health Sector Expert, Programme Management Specialist

KEY COMPETENCIES: Managed and supervised several community and facility based static & mobile programmes for general and vulnerable populations leading to increase in demand generation through strategic planning, effective implementation leading to policy changes. Along the way, built strong relationships with implementing partners, focusing on impact and result for the implementing partners responding positively to feedback; Consistently approached work with energy, positive, constructive attitude, demonstrating openness to change and ability to manage complexities.

* Health systems research both qualitative and quantitative including proposal & report writing etc.
* An in depth understanding of health systems of Pakistan and its working environment both in public and private sectors.
* Principal Recipient Management of Global Fund Grants.
* Monitoring and supervision.
* Training health care providers in various disciplines.
* Policy development and its translation into strategic and implementation plans.
* Public/CSOs health program management and implementation (design, planning, monitoring and evaluation).
* Good facilitation, communication and presentation skills including excellent command of both written and spoken English.
* Thorough understanding of bilateral and multilateral donor systems including grant management, financial systems and procurement of services.
* Extensive experience in staff management including development and implementation of HR management tools.
* Strong leadership qualities.
* Thorough understanding of public-private, private-private and public-public partnership initiatives.
* ***Voluntary Work:*** Extensive community based voluntary emergency relief work for the last 15 years as an active Rotarian involving assessments, provisions of goods and undertaking logistics management.

DETAILS OF EXPERIENCE:

CONSULTING:

* Health Systems Consultant for DFID funded TRF-Pakistan **“Development of Health Sector Strategy for Balochistan Health Department”** in Pakistan. (Sept 2012-Feb 2013)
* Health Specialist - HLSP for Annual Review of DFID funded **“Prevention of Maternal Death from Unwanted Pregnancy (PMDUP)”** in Pakistan. (July 27th – October 31st, 2012)
* Health Specialist for World Bank funded **“Pakistan: Third Partnership for Polio Eradication Project-Independent Performance Audit for IDA Buy Down”**in Pakistan**.**

(March 1st – July 31st, 2012)

* Health Systems Consultant for DFID funded TRF-Pakistan "***Midterm Evaluation of National Maternal, Newborn and Child Health (MNCH) Programme"*** in Pakistan*.* (Jan-Mar 2012)
* Local Consultant for Pakistan for **Research on Improving Maternal, Newborn and Child Health (MNCH) Outcomes at the Community Level in Fragile Contexts: Tackling the Competing Demands of Immediate Service Delivery and Long-Term Institution Building**undertaken by World Vision, United Kingdom. (Sept-Oct 2011)
* **Technical Consultant for IPPF-SARO &Rahnuma-FPAP for “Providing Technical Support to SRH-HIV Integration in Global Fund Proposals”** in Pakistan. (Aug 2011- Dec 2013)
* **Member Technical Committee “Pakistan Demographic & Health Survey 2011” (April–Dec 2011)**
* **Reproductive Health Expert for “UNFPA Country Program Evaluation-Pakistan”(April - Aug 2011)**
* **Technical Consultant for "Grant Management Solutions Project" A project of Management Sciences for Health, Virginia, USA. (2011)**
* **“Punjab Government Efficiency Improvement Project” Health Sector Expert for Crown Agents-England for Medium Term Budgetary Framework Exercise & Departmental Sector Review of Health Department-Punjab, Government of Punjab. (Nov 2010 – May 2012)**
* **“People’s Primary Health Care Initiative (PPHI) Evaluation”-A public private venture of Government of Pakistan in care delivery**, Public Health Specialist/Provincial Coordinator for KhyberphaktoonKoh and Baltistan, Pakistan on behalf of SoSec Consulting Services, Pakistan. (March - Oct 2010)
* **“Assessment of PAIMAN Support Group Methodology-Effectiveness for Scaling-up”** for Save the Children-US PAIMAN Districts, Pakistan.

(April - May 2010)

* External Evaluation of **“Society for Awareness of Blood Safety (SABS)”** A Project of Pakistan Red Crescent, Pakistan. (March 2010)
* **“Nationwide Rapid Analysis of the current practices of facilities and provision of ARVs & CD4 /Viral Load Tests”** for Action-aid, Pakistan. (Oct 2009)

TEAM LEADER- RESEARCH AND ADVOCACY FUND

The Maternal & Newborn Health-Research and Advocacy Fund (RAF) is a DFID Funded{19Million Pound Sterling}, British Council managed project to support organisations undertaking Research and Advocacy activities in Pakistan to complement the Government's efforts in improving policies and services thus addressing Millennium Development Goals (MDGs) in Maternal and Newborn Health and relevant areas. As the Team Leader responsibilities include:

* Technical Design and Delivery:

Design and deliver a strategy for the Research and Advocacy (RAF) programme to meet programme deliverables and outcomes; Lead on the detailed technical design of the Maternal and Newborn Health (MNH) RAF in line with the British Council’s technical proposal; Work with the Programme Strategy Team to review progress and direction of programme and deliverables; Provide strategic management and quality assurance of the grant mechanism, including the application process, capacity building, implementation and monitoring and evaluation; Deliver learning outcomes and forums for dissemination of programme deliverables in line with the information dissemination strategy.

* Team Leadership:

Exercise strategic team leadership, including of both national and international programme staff; Identify and resource appropriate technical consultancy inputs, including the drafting of relevant Terms of Reference for these inputs; Monitor and quality assure technical inputs in line with the Programme Terms of Reference, and outputs in line with the technical proposal; Line management and performance management of PMU and programme staff (including the Grants and Monitoring and Evaluation Manager, the Media and Communications Manager, and the Finance and Contracts Manager) as appropriate, and in accordance with British Council performance management systems and standards.

* Programme Management:

Ensure implementation of an effective information dissemination strategy to inform where appropriate national initiatives in the sector by Government of Pakistan and other donors and co-ordination with the National MNCH Programme; Regularly assess programme risks in consultation with the British Council Director (Islamabad), and revise programme activity accordingly in consultation with the Project Director, DFID, and the Contract Manager; Participate in donor forums and other national bodies and liaising with Programme Strategy Team and Programme Oversight Committee.

PROJECT MANAGER - THE GLOBAL FUND {Public Sector/Public Private Partnership}

As the Project Manager (Team Leader) of the Project Management Unit (PMU- Office of the Principal Recipient) for The Global Fund - Round 2 (HIV/AIDS, TB, Malaria) & Round 3 (TB & Malaria) grants to Pakistan {USD 36 Million}, was responsible for project implementation oversight for all the public and private sector partners, health system strengthening and introduction of new service delivery systems for the grant. PMU worked with five national programs who are the Sub-recipients (implementing partners) as well as a number of civil society organisation under public private partnership and performance based funding principles. Responsibilities included to develop and manage the overall monitoring and evaluation agenda for the implementation phase of the GFATM and to provide the GoP, GFATM, CCM and other stakeholders with accurate and appropriate information to track progress on key components of the Global Fund to fight HIV/AIDS, Tuberculosis and Malaria project and allow course correction to improve performance and system strengthening. Extensive experience in public-private, private-private and public-public partnership initiatives. In-depth understanding of the public sector federal & provincial programs and working with them for optimum achievement.

SENIOR DIRECTOR - FAMILY PLANNING ASSOCIATION OF PAKISTAN:

{Private Non-Profit Sector Experience}

1997 – 2004: worked as Head of Reproductive Health Management Unit with oldest and largest Reproductive Health service delivery national NGO- Family Planning Association of Pakistan (FPAP), an affiliate of the International Planned Parenthood Federation (IPPF). Responsibilities included management of the network of 500 static and mobile clinics & 13 custom built reproductive & mother & child hospitals; project handling and implementation; management and training of service providers in reproductive health issues & concept; quality assurance management ensuring quality of care in service delivery; development of IEC and training manuals; organizing workshops,; programme evaluation, project development and strategic planning & policy development for community and facility based service delivery programme.

MAJOR RESPONSIBILITIES AND ACHIEVEMENTS

1. Management & Quality Assurance of entire Service Delivery Network:

As the organization has an extensive static, mobile and collaborative service delivery network, one of the main responsibilities was to ensure smooth, sustainable and cost effective quality services. Thus, development of standard manuals for various service delivery components, human resource management, capacity building, costing for services and health system development & strengthening were among the main functions. Identification of partnerships to meet related health services, infrastructure and human resource development needs.

1. Operationalisation of Family Health Hospital Network:

Organisation has a nationwide network 13 Family Health/mother & child health Hospitals with training basis, 500 Family Health Clinics;35 Mobile Contraceptive Services Units; Allied structure support of 2180 private practitioners’ clinics and 450 collaborating NGOs. The overall objective of Family Health Hospitals was to introduce the concept of a targeted approach for rendering caring reproductive health services by providing varied services both, static and mobile, curative & preventive with the involvement of target community and satisfied clients. The basic ingredients of the services are safe motherhood, child survival and management of various RH related problems & infectious diseases both for men, women & youth and family planning. While considering the provision of these services FHHs follows the principles of equality, equity and social acceptability. Quality assurance is maintained in these hospitals to provide cost-effective & cost-efficient services.

1. Sexual & Reproductive Health & Rights Training:

Ensured that sexual and reproductive health programmes, provide pre-service and in-service training and supervision for all levels of health-care providers to ensure that they maintain high technical standards, including for hygiene; respect the human rights of the people they serve; are knowledgeable and trained to serve clients who have been subjected to harmful practices, and are able to provide accurate information about the prevention and symptoms of reproductive tract diseases, as well as about personal hygiene and other factors in reproductive tract infections in order to minimize adverse physical consequences such as pelvic inflammatory disease, infertility and unsafe abortion, as well as psychological consequences.

Responsibilities also included identification of the training needs of the staff, locating appropriate training programs, nominating suitable staff members for these training and finally arranging their placement. In order to accomplish this assignment I have to thoroughly examine the prevalent systems and procedures in the section and revised the same to give the medical section a long term vision and capacity to cope with the ever expanding capacity building/training requirements of the organization. To establish a proactive and well-planned Training Program, developed Need Assessments Formats, Training Modules and Impact Measurement Techniques. Also responsible for evaluating the effectiveness of training programs.

1. Quality of Care:

One of the main responsibilities was to ensure quality reproductive health care and client-centered services at all service delivery outlets. Strengthing & capacity building of Regional Quality Assurance Units. Development of comprehensive and accessible health services and programmes, including sexual and reproductive health services that respond to the needs and reflect the rights of indigenous people with full ensuring their maximum participation. In order to standardize the service delivery procedures ***Quality of Care Reference Manual*** was developed in three separate volumes for Family Health Hospitals, Family Health Clinics and collaborating partners. These protocols were designed to improve the excellence and quality of sexual and reproductive health services, including establishing and monitoring clear standards of care; ensuring the competence, particularly the technical and communication skills, of service providers; ensuring free, voluntary and informed choices, respect, privacy, confidentiality, and client comfort.

1. Monitoring and Evaluation:

Responsible for monitoring the progress of various donor funded projects. Conduct Medical Audits of Service Deliver Outlets. The scope of these audits included qualitative assessment and quantitative validation of reported progress, quality of care, infection prevention measures adopted, physical verification of equipment & instruments, the status of human resource and review of cost recovery. Components of these audits include focus group discussions with clients, exit interviews, assessment of client provider interaction and actual quantitative management audit. As part of this several tools were developed and field-tested. Also managed overall monitoring & evaluation of the entire programme.

Director health information services:

Aurat Publication & Information Service Foundation, Pakistan (1993-1995)

1. Managed “**Training of Community Health Workers Project**” included cascade of trainings- initial 4-Week Community Health Workers Training Workshops followed by Follow-up meetings and refreshers in “*Primary Health Care* & *Preventive Health with special focus on Mother and Child Health*”in Lahore, Karachi and Peshawar, Pakistan over a period of two years. (Unicef funded project)

* Planned, organized and conducted workshops on “Gender Issues in Health” in more than 30 districts of Pakistan with diverse groups in all provinces across the country. The purpose of these workshops was to understand the working of line departments, development scenes at the local levels and ways of engaging media at the local level.
* Worked on Aurat Foundation’s radio programme on **“Food Production Technologies for Rural Women”** in addressel of health issues**.** This includeddesk and field research as well as for developing linkages with various line departments across the provinces, as well as lobby with the high officials at the provincial level for the policies that are pro-women involved in agriculture (rural women). Also developed health information material in lay person language and repackaged 20 posters on various issues of health issues for rural women.
* Collected and repackaged information in easy language on health issues in 6 Urdu and 2 English booklets, one pamphlet on Food adulteration its effects on health and one pamphlet on ways to purify contaminated water.
* Dozens of Health Information Dissemination meetings on***“Preventive Health and Reproductive Health*”** issues with women groups at the grassroot level in various communities of Punjab and Sindh, Pakistan; Health workshops on **“*Communication and Skill Development*”** with community development and community health workers, Lahore, Karachi and Peshawar, Pakistan; Training workshops on **“*Disease Prevention and Control*”** with community development and community health workers, with special focus on AIDS, Hepatitis and Tuberculosis, Lahore, Karachi and Peshawar, Pakistan and several 1-2 day Short Health Training Sessions with development workers, trade unions, labour unions, teachers etc., etc., in various areas of Punjab and Sindh, Pakistan

Other Experience:

* Certification in UNDSS “Basic and Advance Security in the field Courses” (2011)
* Certification in Emergency Response Management by International Institute for Disaster Risk Management, Islamabad, Pakistan. (Dec 2010)
* Technical Consultant for Grant Management Solutions- Management Sciences for Health, USA (2011)
* Technical Consultant for Action Aid’s Technical Support Facility (TSF) - a two-year multi-country project to support the effective technical capacity development on HIV/AIDS in South Asia. Supported by UNAIDS and managed by Action Aid (Asia Region) in collaboration with partners for 2009-2011.
* The Global Development Network’s (GDN) research project “Promoting Innovative Programs from the Developing World: Towards Realizing the Health MDGs in Africa and Asia.” (2007-8)
* Team Co-ordinator, for a UNFPA funded Mid-term Evaluation of the UNFPA/UNICEF/MoH/MDM joint Project "Institutionalisation of Reproductive Health Care in the Primary Health Care System, Khanpur, Rahimyar Khan." The assignment required a multi-partite institutional framework analysis, analysis of the project's management capacity and critical review of the project activities. (May/June 1998)

Papers, articles and presentations:

* ***“Institutionalising Quality Care in FPAP-progress over the years***” presented at FPAP’s Golden Jubilee Celebrations seminar held on July 20th, 2004 at Lahore, Pakistan***.***
* ***“Emerging Population Challenges – Policy & Management Responses”***presented at John Hopkins International Executive Seminar 6th- 11th, March 2004 at Islamabad, Pakistan.
* *“****Women’s Rights to Reproductive Health – Reproductive Rights with focus on Contraception” FIGO Project,*** presented at 10th Scientific Biennial Conference held on 24 – 26th, October 2003 organised by Society of Gynaecology & Obstetrics Pakistan, Lahore, Pakistan.
* *“****Operationalization of Reproductive Health by FPAP: Promises put into Practice”***

Achievements

* The British Council,Britannia Chevening Merit Scholarship Award 1995-96
* Fellow of The Bill and Melinda Gates Institute of Population & RH 2001

Johns Hopkins University, USA

Education

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| **Degree** | **Institution** | **Year** |
| Strategic Leadership for Population & Reproductive Health | Fellow of The Bill and Melinda Gates Institute of Population & RH, Johns Hopkins University, USA | 2001 |
| Masters in Social Sciences | The University of Birmingham, England | 1996 |
| Doctor of Medicine | Emilo Aguinaldo College of Medicine, University of De LaSalle, Philippines | 1986 |
| Bachelors in Sciences | Kinnard College for Women, Lahore, Pakistan | 1982 |

Employment Record

**July 2009 -Present** Health Sector Management Expert

Freelance Health Management Consultant

**Nov 2008 - Jun 2009** Research & Advocacy Fund - The British Council

Team Leader

**Nov 2004 - Oct 2008** The Global Fund, Office of the Principal Recipient, National AIDS Control Programme, Pakistan

Project Manager

**1997 – 2004** Family Planning Association of Pakistan (Rahnuma)

Senior Director Reproductive Health Management Division

**1996 – 1997** North Birmingham Health Promotion Unit, UK

Health Promotion Consultant

**1993 – 1995** Aurat Publication & Information Service Foundation, Lahore, Pakistan

Direct Health Information Services

**1986- 93** Pakistan and United Kingdom Public Sector Hospitals

Clinical Services