

Terms of Reference: Senior Nigeria Health Policy & Implementation Lead

Context

The Oxygen CoLab is a global initiative, funded by the UK Foreign, Commonwealth and Development Office (FCDO), working to improve access to medical oxygen in low- and middle-income countries (LMICs). The Nigeria CoLab is part of this wider effort, building sustainable pathways for oxygen security through service-based business models, regulatory reform, and market-building activities. We work alongside federal and state governments, private sector suppliers, and development partners to strengthen the systems, relationships, and incentives needed to keep oxygen flowing to patients who need it most.

Over the past year, the CoLab has expanded its work in Nigeria to include supplier mapping, tariff and regulatory reform, and targeted policy engagement with senior decision-makers. This role will play a central part in ensuring those workstreams are connected and aligned — bridging the perspectives of government and private sector actors, navigating sensitive institutional dynamics, and ensuring stakeholders remain engaged over the long term.

The Role

This role is being created to ensure the CoLab's expanding portfolio in Nigeria is strategically connected and politically grounded. The main aim is to anchor the programme's senior-level engagement, maintain critical government relationships, and ensure that policy reforms, market initiatives, and stakeholder collaborations are coordinated to deliver lasting change in oxygen access. In addition, the Senior Nigeria Health Policy & Implementation Lead will play a leading role in positioning the CoLab's work in Nigeria for sustainability beyond the current grant, identifying opportunities to leverage partnerships, mobilise resources, and attract funding to grow and extend the partner's reach.

To that end, the Senior Nigeria Health Policy & Implementation Lead will:

- Serve as a critical interface between the CoLab and senior figures within key state and federal government ministries and agencies, such as: the Federal Ministry of Health, the Presidential Initiative for Unlocking the Healthcare Value Chain (PVAC), the Nigerian Governor's Forum, relevant directorates under the National Primary Health Care Development Agency, etc.

- Provide direct line management and mentorship to in-country Program Consultants, and oversee the performance and deliverables of technical contractors (e.g., regulatory, supplier mapping consultants).
- Maintain oversight of multiple workstreams — from regulatory reform to supplier mapping — ensuring coherence of approach and clear communication across agencies, partners, and the CoLab team.
- Act as the primary holder of certain high-value relationships, ensuring they remain productive, responsive, and aligned with CoLab objectives.
- Work closely with technical partners (e.g., regulatory consultants, market analysis contractors, etc.) to ensure outputs are relevant, feasible, and understood by all relevant government counterparts.
- Directly contribute to key work products — such as policy memos, briefing notes, and stakeholder engagement plans — ensuring they reflect both government priorities and CoLab’s strategic direction.

Deliverables

The planned role will be adaptive and sit within the CoLab Team to co-develop priorities as opportunities and challenges arise, but we would expect likely deliverables to include:

- **Validated Supplier & Market Intelligence:** Oversee the supplier mapping consultant/contractor to produce a validated database and final report on private sector oxygen suppliers and service providers in target states. This deliverable includes ensuring the report’s findings are socialized and understood by key government and other partners (e.g., PVAC, FMOH, U4O)
- **Actionable Regulatory & Tariff Reform Package:** Manage regulatory consultant(s) to produce a technically sound and politically viable proposal for oxygen tariff reform. The deliverable is the formal submission of this package (e.g., policy brief, financial model, implementation guide) to the relevant government body (e.g., National Council on Health, FMOH technical working group)
- **Formalized Government Partnership Cadence:** Establish and manage a regular, documented engagement schedule with priority government stakeholders (e.g., PVAC, FMOH, NGF).
- **Coordinated Partner Action Plan:** In collaboration with other development partners working on oxygen, develop a shared action plan or memorandum of understanding that outlines distinct areas of responsibility and prevents duplication of effort.

- **Coherent In-Country Workplan & Performance:** Develop and maintain a consolidated workplan for all in-country consultants, ensuring timely submission of high-quality outputs. This will be demonstrated through concise monthly progress reports summarizing advancements against the plan, flagging risks, and documenting clear mitigation steps.

Experience

- Significant experience (minimum 10–15 years) in senior health policy, governance, or related roles in Nigeria, with a track record of managing relationships at the directorate or ministerial level or above within the Ministry of Health or comparable agencies.
- Demonstrated experience managing staff, consultants, or small teams to deliver complex projects, including performance management and quality assurance of deliverables.
- Demonstrated ability to facilitate collaboration between public sector bodies and private sector suppliers, particularly in health commodities or medical equipment.
- A sound understanding of Nigeria's regulatory and policy environment for health products, including familiarity with agencies such as NAFDAC and SON.
- Experience translating technical recommendations into politically viable proposals that gain acceptance from multiple stakeholders.
- Strong interpersonal skills, political acumen, and a collaborative approach that builds trust across sectors.
- Experience engaging with donors, philanthropies, or development finance institutions, with a demonstrated ability to contribute to resource mobilisation or programme growth

Management / Reporting

The Advisor will report directly to the Nigeria Country Lead (Jason Houdek) for day-to-day guidance and strategic coordination. They will be expected to provide regular progress updates, contribute to internal strategy discussions, and participate in joint planning sessions with other CoLab team members. The working relationship will be based on mutual respect, flexibility to adapt as priorities evolve, and a shared commitment to securing sustainable oxygen access in Nigeria.

Contract duration

This consultancy is contracted through the end of the current FCDO grant period, concluding in February 2026, at an anticipated 60% level of effort. A central objective of this role is to contribute to the long-term sustainability and growth of the CoLab's Nigeria portfolio. We are seeking a candidate who is interested in growing with the initiative, and there is a strong potential for the role to be extended and

expanded, contingent upon successful program performance and resource mobilization.

Application process

Applications will be reviewed on a rolling basis, with a final deadline of **30th of September**. Early applications are strongly encouraged, as interviews may be conducted before the closing date.

Interested candidates should submit the following to oxygen@makingbetterfutures.org with the subject line “Senior Nigeria Health Policy & Implementation Lead”:

- A CV (no more than 3 pages)
- A cover letter (maximum 2 pages) that addresses the following topics:
 - Experience working with senior government officials at agencies / directorates mentioned in the ToR
 - Experience managing consultants or small teams to produce a high-quality technical deliverable
 - Experience successfully facilitating collaboration between public sector bodies and private sector suppliers, including navigating challenges to achieve a shared objective
 - Experience engaging with donors, philanthropies, or development finance institutions, with a demonstrated ability to contribute to programme growth
- A writing sample and examples of prior work that they believe illustrate skills and experience relevant to the role