



## **Executive Job Search**

The Mental Health Authority (MHA) is an Agency of the Ministry of Health established under the Mental Health Act, 2012 (Act 846) mandated to promote mental health, prevent mental illness and provide quality mental health services in Ghana.

The Mental Health Board, the governing body of the MHA, is inviting applications from prospective and highly motivated mental health professionals to fill a soon to be created vacancy in the position of the Chief Executive.

### **General eligibility criteria**

Applicants are required to note that:

- The position is a full time job based in Accra, Ghana
- The position is a top level appointment with a fixed term engagement
- Successful applicant should be able to serve the full term of office before he/she celebrates the 60<sup>th</sup> birthday
- Subsequent tenure(s) will be through the process approved by the Board in collaboration with Public Services Commission.

**Job Purpose:** Provide executive leadership and leading-edge strategic direction to enable the Mental Health Authority deliver innovative services and effective mental health care to the population.

### **Overview of role:**

The Chief Executive is responsible for planning, organization, administration, co-ordination, monitoring and evaluation of mental health services in the country

This unique role calls for a transformational leader who will shape the fledgling but dynamic organisation, capable of delivering real strategic value to the mental health service frontline.

The role will require team-work and effective partnership working with the Ministry of Health, external organisations, other agencies and donors.

The role demands exceptional change management expertise in line with the ambition for the Mental Health Authority to become an organisation of excellence.

### **Job Summary**

- Lead and manage the Mental Health Authority
- Implement mental health improvement policy strategies and plans
- Lead national modernisation of services to achieve the MHA plan, targets and services that are accessible to the population

- Provide clear, credible and dynamic leadership for the strategic development and operational management of the corporate affairs, communication and partnership portfolio;
- Develop a long term, sustainable, strategic vision and plan for the Mental Health Authority and ensure future organisational capacity to deliver it.

### **Key responsibilities**

- The Chief Executive is responsible for planning, organization, administration, co-ordination, monitoring and evaluation of mental health services in the country
- The Chief Executive shall provide the Minister through the Board with technical advice on mental health that may be required.
- Take corporate responsibility for the functions of the Mental Health Authority
- Lead in the development and implementation of Mental Health Policies.
- Develop strategies and frameworks to support the Mental Health Authority in the effective co-ordination of mental health service redesign, unlocking workforce potential and the harnessing of new technologies;
- Develop a coherent strategic framework and annual delivery plan to ensure the continued improvement of mental health services and most effective use of resources;
- Establish organisational strategies to ensure the successful creation of an effective leadership team;
- Deliver results, as agreed with the MHA Governing Board and the Minister for Health through priority setting mechanisms;
- Represent the Mental Health Authority nationally and internationally in the promotion of innovation for improvement in mental health care;
- Work closely with partners to develop capability and capacity in improvement skills in the Mental Health Authority
- Lead the development of a coherent and proactive communication strategy for the Authority;
- Promote a culture of collaboration between the Authority and other partners and stakeholders;
- Project a strong and positive corporate image, demonstrating integrity and a strong commitment to service provision, both within the organisation and externally;
- Ensure the monitoring of performance against service agreements within the Authority and other providers;
- Ensure the preparation of performance management reports as required, including annual reports and annual accounts
- Ensure a strong and effective framework of corporate governance including risk, clinical governance, controls assurance, health and safety, etc;

### **Person Specification**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b><i>Educational Qualification</i></b>	<ul style="list-style-type: none"> <li>• Senior Health Professional</li> <li>• Postgraduate qualification in a mental health discipline</li> <li>• Evidence of leadership and continuing professional development and training in Health Management</li> </ul>	<ul style="list-style-type: none"> <li>• Fellowship in Psychiatry or its equivalent in Mental Health.</li> <li>• Member of relevant Professional Body</li> </ul>

## ***Knowledge & Experience***

- A minimum of FIVE (5) years working experience in management at senior level.
- A minimum of Ten (10) years practice as mental health personnel/practitioner
- A high level of intellectual rigour and credibility at a national and/or international level;
- A track record as an agent for change
- Substantial management experience at Chief Executive or senior management level;
- Evidence of continuous improvement approaches to organisational and system dilemmas;
- An understanding of work in health/social care organisations will be an advantage
- Experience in creating and influencing political and multi-organisational level strategies;
- Knowledge and experience in one of the following: national and international improvement thinking, methodologies and innovation strategies; innovation of products or technology; learning; organisational and leadership development
- Evidence of working in a complex stakeholder environment.
- /Experience of multi-agency networking

## **Mode of Application**

Interested persons are to submit application letters together with:

- (1) Detailed CV
- (2) Names of three (3) referees (who will be willing to provide confidential report on applicant)
- (3) A maximum of 2 page vision statement

Only shortlisted applicants will be invited for interview.

Applications should reach the address or email below not later than 26 September, 2022.

The Selection Committee Chair  
Mental Health Board  
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Ministries Post Office  
Accra.  
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