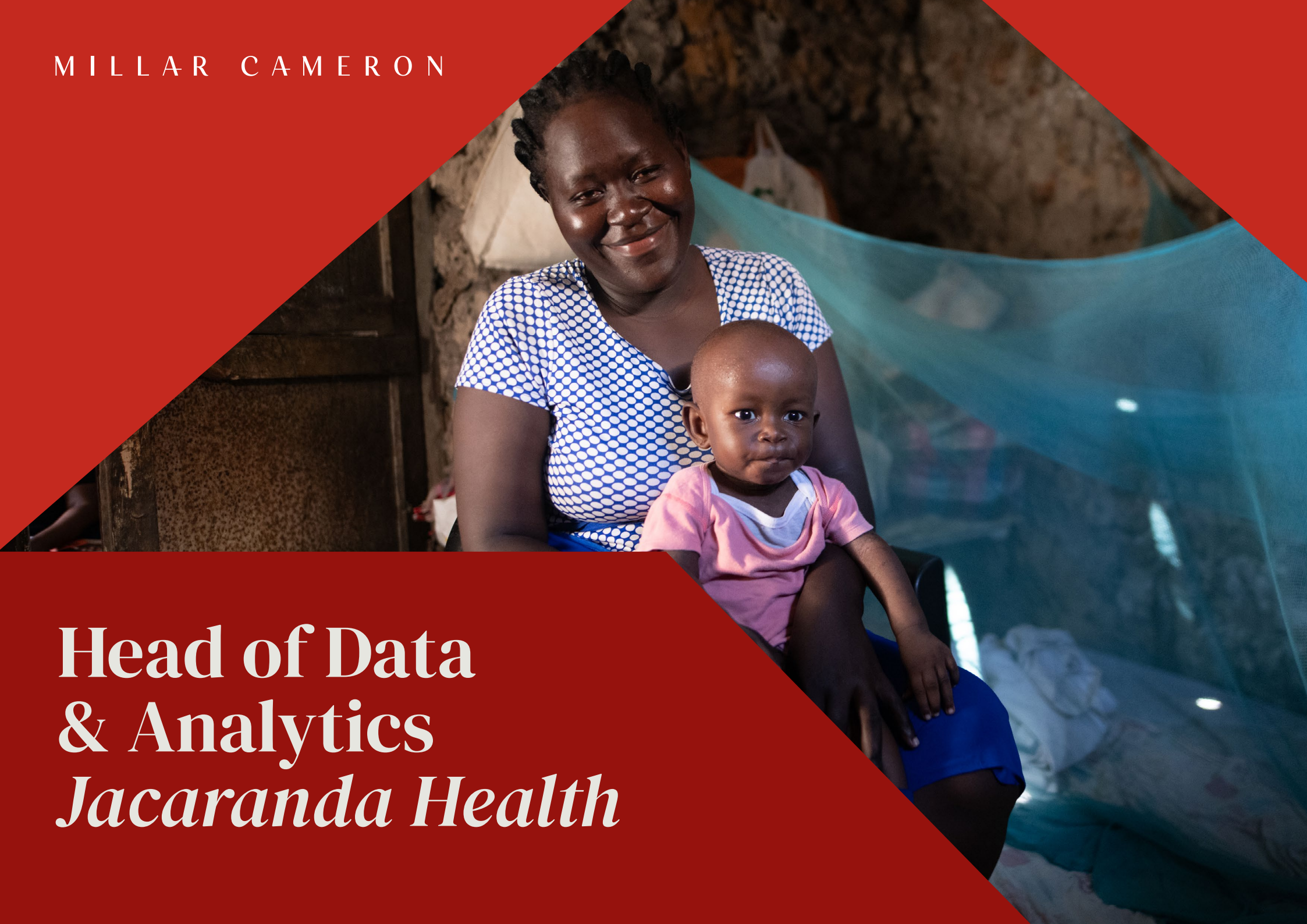


MILLAR CAMERON

Head of Data
& Analytics
Jacaranda Health



About *Jacaranda Health*

Jacaranda Health is a Kenyan-founded organization that partners with governments to improve maternal and newborn health outcomes through affordable, scalable solutions in public health systems.

Since 2016, Jacaranda has worked with county governments and Ministries of Health to strengthen the quality of care in government hospitals by combining clinical expertise, digital innovation, data science, and health systems support. Its solutions are designed to help mothers seek care at the right time and receive safe, respectful, high-quality care throughout pregnancy and childbirth.

Jacaranda currently partners with 24 county governments in Kenya and is endorsed for scale by national Ministries of Health. The organization is also expanding its work across Africa through partnerships in countries including Ghana, Tanzania and Nigeria with a long-term vision of enabling governments to sustainably lead and finance maternal and newborn health innovations at scale.

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Mission and vision *Jacaranda Health*

Jacaranda Health envisions a world where all mothers experience pregnancy and childbirth safely and with dignity, and all newborns have a safe start in life, achieved through affordable and scalable solutions that strengthen quality maternal and newborn care across public health systems.

For more information, visit [Jacaranda Health](#)



Purpose and role summary

The Head of Department will develop and lead a departmental strategy that supports Jacaranda Health's mission and growth by generating insights that strengthen programming, product development, and organizational decision-making. The role will lead a rapidly growing team responsible for supporting the implementation, assessment, and scale of Jacaranda's technology-enabled health solutions across public health systems.

The role combines strategic leadership with technical oversight across three core domains:

- **Data & Analytics strategy and indicator frameworks** – defining what data the organization needs and ensuring it is structured, collected, and used effectively;
- **Data architecture oversight** – providing functional leadership to analytics engineering and data infrastructure efforts, supported by engineers and external consultants; and
- **Monitoring & Evaluation (M&E)** – including oversight of theory of change and M&E frameworks to support programme learning and impact measurement.

Working closely with Product, Technology, Research, and Programme teams, the Head of Department will help shape data strategies that support product lifecycles, implementation effectiveness, and evidence generation. The role will also oversee the collection, analysis, and interpretation of data across multiple platforms, providing advanced statistical guidance and translating complex insights into clear, actionable communication for diverse stakeholders including government partners, donors, and internal teams. In addition, the role will support research design and analysis, inform machine learning and AI-enabled mobile platforms, and contribute strategic thinking around future research and product priorities.

This role sits within the Research Design and Evaluation Department under the Data & Analytics Unit and reports to the Director of Research, Design and Evaluation. The position provides leadership and oversight across data analytics and monitoring and evaluation functions.

Dimensions of the role

The key responsibilities of the incumbent will include but are not limited to:

Develop a data and analytics strategy that supports Jacaranda's mission

- Assess the organizational needs and build a robust and ambitious strategy for the next 3-5 years.
- Develop and execute a roadmap to deliver on the strategy.
- Collaborate with all other departments within Jacaranda to support the organization in making programmatic decisions based on data.
- Serve as a subject-matter expert for teams, internal and external.

Create and answer data questions that support program delivery

- Develop and implement an analysis plan to assess the organization's theory of change.
- Assess programmatic outcomes and health outcomes.
- Apply high-quality statistical models that can help in decision-making for the improvement of programs.
- Ensure data is used to focus organizational efforts on our end users.

Ensure consistent, high-quality data that serves as a critical resource for the organization

- Develop efficient data collection and management procedures.
- Identify and propose improvements to data management procedures to maximize efficiency and quality.
- Ensure data practices are in line with global and local ethical standards.

Develop and implement effective data communication strategies

- Assess data communication barriers internally and externally, and develop a plan to address them.
- Ensure data is used for decision-making by all Jacaranda Health staff and by external partners, including the Ministry of Health and other government stakeholders.
- Create interactive and cutting-edge data visualizations and dashboards.
- Lead in documenting, disseminating, and promoting the utilization of generated knowledge (lessons, successes, challenges) garnered from internal program assessments.

Support RD&E-led product design and research

- Use data to inform research design and lead complex analysis strategies for research projects such as randomized control trials and implementation research.
- Support product design through data gathering and analysis.
- Lead a high-caliber D&A team.
- Hire high-caliber talent that supports the D&A strategy.
- Mentor and coach D&A team members to deliver high-quality data outputs.

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Key performance areas

- Ability to develop an ambitious departmental strategy
- Excellent technical skills
- Ability to deliver data projects that contribute to the organization's bottom line
- Ability to ensure effective data utilization
- Ability to create data narratives and communication strategies
- Ability to build data systems that support organizational performance
- Demonstrated ability to lead teams in quality data collection and analysis
- Demonstrated ability to use a variety of statistical software
- Completion of deliverables on schedule
- Excellent management and coaching of team members




Resource and risk

Resource scope

- Leads the Data & Analytics unit within RD&E, with 3 direct reports (Data & Analytics Manager (x2) and M&E Manager), and indirect oversight of (2 Senior M&E Analysts, 1 M&E Analyst, and 2 Data and Analytics Analysts).
- Oversee the departmental budget for data systems, analytics tools, data infrastructure, and external data collection/analytic partners (e.g. survey firms, research collaborators), ensuring resources are aligned to organizational priorities.
- Provides technical oversight for Jacaranda-wide data assets across multiple programs and geographies, ensuring consistent standards in collection, storage, analysis, and visualization.

Risk & decision-making

- Decisions directly influence departmental strategy, donor reporting, government engagement, and the organization's reputation.
 - Accountable for the quality, integrity, and ethical use of data, including adherence to global and local data protection and research ethics standards; errors or poor decisions could lead to misinformed program or policy decisions, financial loss, or loss of trust with mothers, partners, donors, and government stakeholders.
 - Exercises significant autonomy in setting data and analytics priorities, designing analytical approaches, and approving data products and dashboards, within the overall RD&E strategy; escalates only major strategic, financial, or organizational risk decisions to the Director of RD&E and Executive Leadership.
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Skills and experience

The ideal candidate will possess, but is not limited to:

- Master's degree in data science, Statistics, Informatics, Information Systems or similar.
- Minimum level of experience required to perform effectively in the role.
- At least 7 years of experience directly related to the duties and responsibilities specified.
- 3 years should be in a managerial position, leading and mentoring data teams.

Stakeholder Engagement (Internal and External)

Internal

- Research Team
- Technology
- Heads of Departments
- Quality Assurance

External

- Partners (e.g. donors, such as BMGF, USAID, analytical partners, and implementing partners)
- Data collection firms (e.g. IPA, IPSOS)
- Government (Ministry)
- Local implementers in countries where Jacaranda operates



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Location

Nairobi, Kenya



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How to apply

Please send your CV and contact details to Grace Galaty or Silvia Tikani who will contact you to discuss your application in more detail.



Contact: Grace Galaty

Email: grace.galaty@millarcameron.com

Phone: +254 20 5038446



Contact: Silvia Tikani

Email: silvia.tikani@millarcameron.com

Phone: +254 20 5038446

Due to High Volume

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.

Commitment to Diversity

At Millar Cameron, we are committed to supporting our clients in building diverse and inclusive teams. If you're enthusiastic about this role but don't meet every requirement, we still encourage you to apply.



M I L L A R C A M E R O N

Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

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PEOPLE . PASSION . PERSISTENCE

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