

Deputy Director Navy Medicine Office of Global Health Engagement Position Description

Rank/Pay Grade: LCDR/O-4 – CDR/O-5
Position Title: Deputy Director, Navy Medicine Office of Global Health Engagement
Corps/Rating: 2XXX; Navy Medical Department Corps (MC, NC, DC, MSC)
Command: Bureau of Medicine and Surgery (BUMED)
Location: Defense Health Headquarters (DHHQ), Falls Church, VA, USA

DETAILED POSITION DESCRIPTION

Purpose

The Deputy Director will be an O4 or O5 Medical Department Officer from Budget Submitting Office 18 (BSO-18), who will be assigned as Deputy Director for the Office of Global Health Engagement (GHEO) in Bureau of Medicine and Surgery (BUMED). The Deputy Director should possess significant global health engagement (GHE) experience as well as training and experience with demonstrated GHE competencies. The Deputy Director will provide capability development, partnership and outreach, policy and coordination, and community management support for Navy Medicine GHE. In addition, the Deputy Director will also provide management and oversight support for the Global Health Specialist Programs and GHEO branches: security cooperation, partnership and education and training.

Duties and Responsibilities

1. Supports Director Global Health Engagement in all functional areas of GHE Office
2. Directly supervises and directs on-site contract support.
3. Provides coordination and guidance for remote contract support.
4. Performs administrative functions and coordination of working group, GHE team, and various other collaborative meetings.
5. Contributes to instructions, policies, guidance and subject matter opinion regarding GHE.
6. Champions issues in support of Navy Component Commands and Geographic Combatant Commands (CCMD) GHE activities.
7. Provides administrative support and coordination for Navy Medicine liaisons and health attaches across the globe.
8. Attends mission planning conferences per NCC request to provide guidance in planning, execution and assessment to ensure alignment with current doctrine, policy and desired outcomes.
9. Responsible for managing NGO Integration Program to include development of processes and tools to enhance NGO integration into various GHE activities.
10. Liaison to Navy Component Commands regarding GHE policy and guidance.
11. Provides SME content for Surgeon General’s legislative testimony regarding NAVY GHE activities.

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Supervision and Guidance

The Deputy Director, GHEO directly reports to the Director, GHEO.

Contact with Others

The Deputy Director, GHEO collaborates and interacts with the DOD, interagency partners, Host and Partner Nations, academic institutions and regional thought leaders and other organizations that facilitate mission execution on GHE related issues and international engagement.

EVALUATION FACTORS

Knowledge, Skills and Abilities (KSAs):

1. Knowledge, skills and abilities in Navy GHE Security Cooperation Framework
2. Previous experience in Security Cooperation, Security Assistance and/or other GHE activities.
3. Comfortable developing and delivering high level briefs.
4. Operational experience in GHE (CP/PP/APS or DR missions).
5. Excellent leadership, management, and communications skills.
6. Experience supervising contract support personnel.
7. Knowledge in DoD GHE capabilities, programs, and stakeholders
8. Ability to coordinate, collaborate and work side-by-side with other services, DoD agencies, interagency, foreign partners, NGOs, and international organizations
9. Knowledge, skills and abilities that meet the established GHE competencies

Professional Experience

Mandatory Experience

**The officer must be eligible for the 68M Global Health Specialist Additional Qualification Designator and Global Health Specialist Program Professional Tier **

Education and Training

Recommended Training:

1. MHA, MPH or Global Health related master's preferred.
2. Global Health Engagement Training
3. Plans, Operations, Medical Intelligence Course
4. Security Cooperation Courses
5. International Diplomacy Courses
6. Interagency Courses

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7. Completion of training incorporating the established GHE competencies (see attachment enclosure 1).

Special Attributes Required

Security Clearance: None

Specialty/Subspecialties: None



**Global Health Engagement Community
Core Competencies**

OVERVIEW: Navy Medicine takes a competency-based learning approach to the education and training of its community. These competencies transcend global health, are critical tools of leadership and prepare GHS personnel to take on greater roles and responsibility in the U.S. Navy and beyond. Members must possess a basic understanding of the competencies to enter the community, and advancement is based on the further development of these skills via continued experience, education and training. The following core competencies were identified during the Navy Medicine Global Health Engagement (GHE) Capabilities Based Assessment (CBA) and GHE Community knowledge, skills, and abilities (KSA) assessment. Each competency below has several basic focus areas identified. Applicants must demonstrate that they have acquired the KSAs to gain entrance into the community. There are additional advanced areas that are not required for entry, but are critical skills for program advancement and position competitiveness. The GHEO provides continuing education opportunities to the GHS community as an investment in the continued growth and development of all members.

LEADERSHIP

Guide and motivate a group of people or an organization toward the achievement of a goal. Communicate the DoD GHE vision in a way that garners the support of others.

Sub-competency	Description/KSA	Requirements
Strategic Management	Develop and implement goals and initiatives with consideration of resources and the current operating environment to ensure alignment with strategic priorities.	Each applicant must demonstrate, via experience and education and training, an understanding of the listed International Diplomacy sub-competencies and use of them during design and execution (300 words or less).
Ethics, Health Equity and Social Justice	Apply social justice and human rights principles in GHE programming. Work with Partner Nation (PN) to ensure resources and services are equitably distributed and to advance the capacity of the PN to address health inequities in the future.	<p><u>Example of Formal Education and Training:</u></p> <ul style="list-style-type: none"> • International Health Specialist (IHS) Orientation Course • Fundamentals of Global Health Engagement (FOGHE) • Joint Maritime Operations (JMO) • USU Graduate Certificate in Global Health Engagement • Global Health Strategies for Security (GHSS) • Theater Security and Decision Making (TSDM) <p><i>*Applicants may submit other courses or programs that apply along with course syllabi to be given credit for this competency.</i></p>

GHE PRINCIPLES

The knowledge of the fundamental principles, practices and functions of effective GHE.

Sub-competency	Description/KSA	Requirements
United States Government (USG)	Demonstrate knowledge of and apply pertinent USG and DoD GHE strategies	Each applicant must demonstrate, via experience or education and training, an



and DoD GHE Capabilities, Strategies and Policies	and policies to GHE mission planning and execution. Awareness of and ability to employ USG and DoD GHE capabilities in GHE mission planning and execution.	<p>understanding of the listed Joint and Interagency Planning and Coordination sub-competencies and use of them during design and execution (300 words or less).</p> <p><u>Example of Formal Education and Training:</u></p> <ul style="list-style-type: none"> • International Health Specialist (IHS) Orientation Course • Fundamentals of Global Health Engagement (FOGHE) • Joint Medical Operations Course (JMOC) • Global Health Strategies for Security (GHSS) • USU Graduate Certificate in Global Health Engagement • Humanitarian Assistance Response Training (HART) Course <p><i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i></p>
USG Global Health and DoD GHE Organizations	Demonstrate knowledge of pertinent USG global health and DoD GHE organizations and their unique roles and capabilities. Engage with these organizations and leverage their capabilities in GHE mission planning and execution.	
Partner Nation-Centered Healthcare/Assistance	Ensure the needs and values of each unique PN health system are integrated into and guide interventions. Execute community-based initiatives that are sustainable, culturally appropriate, leverage PN capabilities and mobilize the community.	
Knowledge of Regional Global Health Issues	Demonstrate knowledge of regional, national and local health-related issues. Understand health principles and apply such principles in a multidisciplinary and cooperative manner to threats that may transcend international borders.	
Public Health and Global Health Disciplines and Practices	Apply extensive experience and expertise in public and global health disciplines and practices to resource-constrained environments and aligned with Geographic Combatant Command theater campaign plans and theater security cooperation objectives. Disciplines and practices include those such as humanitarian assistance, disaster response, foreign disaster relief, health sector reconstruction, stabilization and capacity building.	

JOINT AND INTERAGENCY PLANNING AND COORDINATION

Joint planning consists of planning activities associated with military operations by Combatant Commanders and their subordinate commanders; interagency planning comprises synchronization, coordination and integration of activities across USG departments and agencies with military operations to achieve unity of effort.

Sub-competency	Description/KSA	Requirements
Coordinate with interagency and U.S Partners	Engage and meet with interagency and U.S. partners to ensure common goals and synchronization of endeavors effectively utilizing the roles and	Each applicant must demonstrate, via experience or education and training, an understanding of the listed Mission Planning and Coordination sub-



	responsibilities of each organization and their available resources.	competencies and use of them during design and execution (300 words or less).
Collaborate with Non-governmental Organizations (NGOs)	Identify various NGOs with which DoD works with on a regular basis and understand the differences in roles and expectations between the military and NGOs and best practices to make the most of partnership.	<p><u>Example of Formal Education and Training:</u></p> <ul style="list-style-type: none"> • International Health Specialist (IHS) Orientation Course • Joint Humanitarian Operations Course (JHOC) • Joint Medical Operations Course (JMOC) • Joint Senior Medical Leaders Course • Navigating the Interagency • Disaster Management in the U.S. Indo-Pacific Command Area of Responsibility <p><i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i></p>
Coordinate with Other U.S. and Partner Nation Military Services	Understand the comprehensive coordination with CCMDs, the role of service components and CCMD theater campaign plans. Work with PN military services to facilitate mil-mil and mil-civ engagements to improve national and global stability and security.	
Engage with International Organizations	Understand the role of international organizations and appropriately engage with their expanse of capabilities and resources.	

MISSION PLANNING AND COORDINATION

Mission planning and coordination consists of planning, sourcing, execution and assessment, monitoring and evaluation.

Sub-competency	Description/KSA	Requirements
Planning and Coordination, Operational Context	Effectively work with appropriate planners to shape and design mission. Utilize full planning, logistics and operational plans to identify PN health priorities, problems and available health resources.	Each applicant must demonstrate, via experience or education and training, at least a minimum understanding of the following Host Nation-Centered Assistance sub-competencies and use of them during design and execution (300 words or less).
Pre-deployment Activities	Understand component command operational planning teams, pre-deployment site surveys and advance-team processes. Coordinate activities and design assessment of the engagement based on mission-focused health objectives leveraging relevant stakeholders.	<p><u>Example of Formal Education and Training:</u></p> <ul style="list-style-type: none"> • International Health Specialist (IHS) Orientation Course • Fundamentals of Global Health Engagement (FOGHE) • Joint Medical Operations Course (JMOC) • Plans, Operations, and Medical Intelligence (POMI) Course • Maritime Staff Operators Course (MSOC) • Maritime Operational Planners Course (MOPC) • Intermediate SCO Planning, Oversight, Execution & AM&E
Mission planning	Implement mission planning skills, including determining the planning facts and generating request for forces or capabilities for key capabilities and skill sets needed to complete a mission.	
Execute Mission/Expeditionary Operations in Joint, interagency or Coalition Environments	Apply expeditionary and international experience in support of a wide spectrum of operational environments and intercultural settings working in	



	joint, coalition, interagency or NGO spaces or other contexts.	<i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i>
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CAPACITY AND CAPABILITY BUILDING

Together capacity and capability building emphasize sustainability, inclusiveness and assessment of community needs to help close the gap between where a community is and where it wants to be.

Sub-competency	Description/KSA	Requirements
Synchronization of Security Cooperation Efforts	Identify established DoD mechanisms and processes for engagement with foreign governments, civilian or military counterparts, to ensure alignment with Security Cooperation Office direction and oversight to generate best outcomes for each mission and to support DoD activities.	Each applicant must demonstrate, via experience or education and training, an understanding of the listed Communications sub-competencies and use of them during design and execution (300 words or less). <u>Example of Formal Education and Training:</u>
Challenges and Opportunities to Capacity and Capability Building	Use situational awareness of PN capabilities, resources, and asset status to recognize potential barriers to mission teams, PNs, foreign militaries, international organizations and NGOs and identify processes to achieve measureable and sustainable results.	<ul style="list-style-type: none"> • Introduction to Security Cooperation • Security Cooperation Management Orientation Course (SCM-OC) • Security Cooperation Management Executive (SCM-E) Course • Security Cooperation Management Overseas (SCM-O) Course • Security Cooperation Management Action Officer (SCM-AO) Course • Security Cooperation Management Training Officer/Training Manager (SCM-TO/TM) Course
Role of DoD in Partner Nation Capacity and Capability Building	Describe the various DoD agencies that have PN interaction and how their role can support capacity development. Support GHE partners including, sister services, interagency, international organization, NGOs, etc.	<ul style="list-style-type: none"> • Security Cooperation Management Training Officer/Training Manager (SCM-TO/TM) Course
Role of academia, NGOs, and International Community in Capacity and Capability Building	Understand the role of academia, NGOs and the international community and how these institutions serve to enhance and augment PN capabilities. Maintain situational awareness of local established programs in PNs where NGO/academic programs exist and can be leveraged for sustainability.	<i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i>



Assessment, Monitoring, and Evaluation	Utilize metrics and processes to assess, monitor and evaluate GHE activities for long-term health and programmatic outcomes, to measure overall effectiveness and to determine progress toward accomplishing a task, creating a condition or achieving an objective. Understand the impact of mission on overall global health policy and mission end states.	
GHE Research	Perform research studies on GHE activities in order to evaluate programming and determine best practices and the way forward for engagements. Publish findings in peer-reviewed journals to highlight importance of GHE.	

COMMUNICATIONS

Health communication strategies disseminate information, improve the health literacy of a population, allow for community engagement and frame health issues. The range of communications methods available allow for an increased ability to develop, deliver and evaluate communication plans for a wide audience.

Sub-competency	Description/KSA	Requirements
Communication Synchronization	Adeptly communicate mission and health activities with the Public Affairs Office and planners.	Each applicant must demonstrate, via experience or education and training, an understanding of the listed Capacity and Capability Building sub-competencies and use of them during design and execution (300 words or less). <u>Example of Formal Education and Training:</u> <ul style="list-style-type: none"> • International Health Specialist (IHS) Orientation Course • Fundamentals of Global Health Engagement (FOGHE) • Plans, Operations, and Medical Intelligence (POMI) Course • USU Graduate Certificate in Global Health Engagement • Global Health 1
Risk communication	Effectively provide information to those facing threats to their well-being to assist these individuals in making informed decisions.	
Strategic Messaging	Identify key messages that support GHE missions and communicate strategically and appropriately with various audiences using effective methods that make messaging clear and accessible.	



<p>Cross-cultural Communication</p>	<p>Consider and understand the impact of messaging and keep the audience in mind for all communications with sensitivity to cultural norms and traditions.</p>	<ul style="list-style-type: none"> • Cross-Cultural Negotiations (CCN) - Humanitarian Assistance <p><i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i></p>
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INTERNATIONAL DIPLOMACY

International diplomacy is a multidisciplinary tool for global health that can be used to foster relationships and achieve mutual objectives in an increasingly interconnected world where health threats do not respect borders.

Sub-competency	Description/KSA	Requirements
<p>Geopolitical Insight/Awareness</p>	<p>Apply knowledge of international affairs and geopolitical contexts of country/region in which conducting activities. Broadly, understand the features of a stable society and how inadequate health services and infrastructure place a society at risk.</p>	<p>Each applicant must demonstrate, via experience or education and training, an understanding of the listed Capacity and Capability Building sub-competencies and use of them during design and execution (300 words or less).</p> <p><u>Example of Formal Education and Training:</u></p> <ul style="list-style-type: none"> • Introduction to Global Health Diplomacy • Global Health Diplomacy • Plans, Operations, and Medical Intelligence (POMI) Course <p><i>*Applicants may submit other courses that apply along with course syllabi to be given credit for this competency.</i></p>
<p>Building Relationship and Partnership</p>	<p>Utilize various strategies to engage effectively with stakeholders to bring about successful missions and lay the groundwork for positive future engagement after a mission is complete.</p>	
<p>Socio-cultural and Political Awareness</p>	<p>Integrate multi-dimensional factors to include, social, demographic and cultural, in the planning, implementation and evaluation of health interventions. Demonstrate aptitude to quickly understand and adapt to different cultures.</p>	
<p>Consensus Building and Negotiation</p>	<p>Dialogue and work collaboratively in a team environment to reach a mutually acceptable and/or beneficial condition.</p>	