



Position: Systems Analyst

Location: Paris, Dublin or Istanbul

Axios (www.axios-group.com) International is a consulting company founded in 1997 that specializes in strategic advice and technical assistance to improve healthcare delivery services in low- and middle-income countries. We deliver pioneering solutions to increase access to medicines, diagnostics, and healthcare services through the validation of new health care delivery models and methodologies. Over 8 million people (January, 2009) have received tests or treatment through Axios managed programs (NB. patients may receive more than one service), available via the portal www.accesstotreatment.org. We help modernize healthcare infrastructure and systems. Axios develops and advises on creative commercial strategies to improve the affordability of medicines in low- and middle-income countries.

Our services include strategic access strategies designed for clients with important markets in middle-income countries including China and Southeast Asia. We validate new healthcare delivery models and methodologies, and we mobilize stakeholders from across the healthcare community, ensuring local ownership and positive client image. We work through partnerships with governments and communities to create sustainable solutions. Our unique advantage is our global network of 11 offices worldwide and currently reaches 64 countries through our programs. This gives us large intervention capabilities and a repository of comprehensive data and local knowledge. We are experts in chronic diseases including cancer, HIV/AIDS, diabetes and cardiovascular diseases. Axios also works closely with its sister company, the Axios Foundation, a non-profit organization focused on the in-country implementation of philanthropic healthcare programs. The two institutions work hand-in-hand to optimize the impact of their initiatives.

Position Purpose

Information systems and data management and analysis are a cornerstone to a successful delivery of the projects we work on with the clients. The purpose of the position is to align the business needs of the organisation with the appropriate information systems, deliver and project-manage from end-to-end and ensure maintenance and regular updates of these systems.

Duties and Responsibilities

The System Analyst will work closely with the Project Managers, (internal & external), Clients, Research teams and Axios Management in order to identify design and deliver the most appropriate information system as a solution to address the business needs.

The System Analyst will be primarily responsible for:

- Identifying and Analysing the needs of all parties involved, while understanding the business context and expected outcomes
- Designing and shaping the most appropriate information system solution that addresses business needs, while keeping the flexibility for changes in a demanding and changing business environment
- Engaging all stakeholders and maintaining transparency in the design and execution phase.
- Constructively responding to challenging internal or external requests, while keeping the focus of the overall system's purpose and goal.
- Lead the IT development team from the definition of specifications until completion, testing, delivery and implementation of the system
- Continuously feed information into the business learning cycle.

Following the delivery of the system, The System Analyst will:

- Introduce the required processes and standard procedures to support the implementation
- Set up assistance and guiding mechanisms to help the users of the systems in the initial phase and optimize compliance
- Manage and maintain the efficiency of the systems and ensure their continuous improvements.

Relationships

- Work closely with the Axios consultants and program managers, (internal & external) Clients, Research/M&E, Axios Senior Management and the IT development team
- Develop good relations with stakeholders.

Special Skills and Knowledge

- An ability to express complex technical information in business language
- Ability to analyse and understand the business issues and data challenges of a project and design a creative and forward-proof solution
- Leadership skills to engage positively and transparently all stakeholders while keeping the rigor needed for the development of the system/database. This includes the ability to ensure that issues are identified, tracked, reported on and resolved in a timely manner to improve user's experience
- Knowledge and experience to review and edit requirements, specifications, business processes and recommendations related to proposed solution for systems and Database development

Consulting skills

- Leadership and strategic technical advice, management and planning skills
- Structured approach to scoping and developing solutions
- Creative thinking pushed beyond the boundaries of existing internal practices and mindsets

General skills

- Entrepreneurial and management skills (Project management, team management)
- Excellent interpersonal and communication (written and verbal) skills: interacts fluently with other departments, ability to work with multi-national/multi-disciplinary stakeholders
- Influencing skills: interface with high level client and internally at all levels (Board members, project leaders, country staff, consultants)
- Initiative. Independent. A problem solver. Somebody who can identify a problem and lead the process till its final resolution, with high autonomy
- Can-do attitude with pro-active approach and fostering open communication
- Exhibits confidence
- Ability to runs a financially or cost-benefit successful project

Educational Background and Experience

- 3+ years experience in a similar position
- MBA or strong business-related education
- Solid business analytical skills (Studies: Economics)
- Experience in development of databases and systems

- Technical/informatics understanding: possesses understanding in the areas of application programming, database and system design + client/server architectures, as well as web-based systems interface (Power user, SQL, common modelling tools)
- Understanding of health systems would be an asset experience working in a consulting environment

Job Circumstances

- This is an initial assignment with envisioned development of its scope. It is envisaged to build an information systems platform along with its support team to cater for growing needs/projects.
- The position will be advertised in France (Paris), Ireland (Dublin) and Turkey (Istanbul). The location will be determined in priority based on the skills of the candidates as well as their ability to leverage good hub for IT resources.
- Occasional to frequent travel throughout Axios offices/project locations.

Additional Information

Data systems in place:

- **ATOMS:** Access to Online Management (for the management of Donation Programs). This is a broad umbrella term for all programs. It is an online database that collects M&E and patient data related to programs such as GPAP with Novartis and Gardasil Access Program.
- **PFET:** Patient Financial Eligibility Tool. This is used for the evaluation of affordability of patients for CAS projects. This database is set up for 4 countries, Malaysia, Pakistan, Thailand and Indonesia. It works through Axios assessing how much treatment a patient will receive through a computerised system. The system will give them a rating bearing in mind patient affordability. Axios are in the process of creating another PFET program for AstraZeneca and J&J. The program is based around cancer therapy treatment.
- The role will be to manage these existing ones and to continue their development for new countries, new programs for existing clients or new clients. There will be also work in establishing these in a platform for our clients.