

# Stephanie Watson-Grant, DrPH

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## Summary of Professional Experience

Stephanie Watson-Grant has over 20 years' experience in the field of international health and development, highlighted by 10 years of management experience at the MEASURE Evaluation project. She began her career with the Social Development Commission, the Jamaican Government's agency for community development and developed skills in research and planning at the community level before holding positions with USAID and UNAIDS in Jamaica. She has demonstrated capacity working with senior level representatives of foreign government (as evidenced through her work in several countries), international donor organizations (USAID, Global Fund and UN Agencies) and civil society. Dr. Watson-Grant is currently the Deputy Project Director for the USAID funded and JSI led Country Health Information Systems and Data Use (CHISU) project.

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## EDUCATION & TRAINING

### *Degrees*

DrPH. Health Policy and Management (*Executive Leadership*), University of North Carolina at Chapel Hill, (2014)

M.Sc. Government, University of the West Indies, Mona (2001)

B.Sc. International Relations and Political Science, University of the West Indies, Mona (1998)

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## EXPERIENCE

*Deputy Project Director*, Country Health Information Systems and Data Use, John Snow Inc. Research and Training (August 2020 – present)

- Responsible for overall operations management of the project, including oversight of activities of the project management staff based in the US and abroad and ensuring effective, regular, and productive communication and collaboration with all project staff
- Support the development of the project's strategic vision, design, and implementation with the aim of advancing the project purpose, objectives, and guiding principles.
- Lead development of annual work plans and ensure that agreed activities and targets are fully accomplished, meet expected technical and management quality standards, and are delivered on schedule and on budget.
- Oversee a team of Country Leads and facilitate strong collaboration with and between all team members, fostering an outstanding team work environment.
- Foster innovative technical approaches in systems thinking, technology solutions, data analytics and overall evidence-based decision to achieve project outcomes.

*Director, Field Operations*, MEASURE Evaluation, Chapel Hill, NC (May 2018 – July 2020)

- Lead and provide strategic direction for the Field Operations Division, serves as a member of the project's senior management team, work with MEASURE Evaluation partner leads, collaborate with the USAID management team and supervise the HQ field operations staff
- Provide oversight to HIS activities and country teams in 36 countries across eight different USAID earmarks (e.g. Malaria, Global Health Security Agenda (GHSA), PEPFAR, maternal and child health and Population and reproductive health) including managing work plans, reports and budgets and assisting with resolving complex management issues
- Define and manage close out procedures for country portfolios; lead MEASURE Evaluation's end of project (EOP) committee, manage EOP activities and co-led presentations to USAID on GHSA, Health Informatics and HIV Strategic Information, Evaluations and Informatics.
- Assist with proposal development and review for competitive bids including new partner discussions, technical writing and management plan development.
- *Technical Achievements:*

- Co-led a study focused on assessing male HIV prevention and testing services in Namibia, September 2019
- Panelist, *Applications of Causal Systems Tools*, USAID's Systems Summit, September 11, 2019, Washington D.C.
- Panelist, *Tracking and measuring resilience*, USAID's Office of Health Systems meeting focusing on From Fragile to Resilient Health Systems: A Journey to Self-Reliance, March 27, 2019, Washington D.C.
- Instructor, Qualitative Evaluation Workshop, September 20-29, 2018, Pretoria, South Africa (delivered with instructors from Universities of Pretoria and Ghana and National Institute of Public Health(Mexico))

*Deputy Director, Field Operations, MEASURE Evaluation, Chapel Hill, NC (2014- May 2018)*

- Led the operations of the Associate Award (AA) team and oversee country support teams; including multi-partner work plan development, budget development, budget monitoring, reporting, communication, project performance monitoring, and providing guidance to the consortium partners and USAID Missions (Kenya, Tanzania and South Africa) to ensure smooth implementation and close out of the AAs with a combined ceiling of \$76M
- Negotiated new and continuing scopes of work with USAID Missions (Kenya, Botswana, Malawi, Liberia, Mali, South Africa, Burkina Faso); assisted cross partner field teams with starting up and managing in country implementation of agreed scopes of work; reviewed and/or created country work plans, budgets and technical reports, progress reports; compiled and prepared information for MEASURE Evaluation project reviews, strategic planning or requests for information from senior management and technical leads; advised centrally-funded technical teams on implementation modalities in countries of interest resolve implementation and contractual issues and contribute as needed to relevant project deliverables
- Led successful closures of MEASURE Evaluation projects in Kenya and South Africa including asset disposal, result archiving, final financial and technical reporting and communication of achievements
- *Technical Achievements:*
  - Developed a learning agenda for the MEASURE Evaluation Strategic Information for South Africa project to document and learn from the project's contribution to strategic information capacity building in South Africa
  - Chaired a cross consortium partner committee to develop guidance for capacity building plans
  - Conducted a systems barrier assessment for shifting HIV, TB and sexual reproductive health tasks from facilities to community health workers in Botswana
  - Developed and piloted a framework defining, assessing and planning for evaluation capacity and implemented the assessment and planning in Kenya, South Africa and Botswana
  - Study lead for an assessment of the effects of US Government geographic prioritization of PEPFAR investment on health systems in Kenya

*Country Portfolio Manager, MEASURE Evaluation, Chapel Hill, NC (2009- 2014)*

- Provided oversight for over 100 USAID field funded activities implemented in over 40 countries. Activities include negotiating new and continuing scopes of work with USAID Missions; assisting with managing the implementation of agreed scopes of work with field teams; reviewing and/or creating country technical reports, progress reports, country information files, and related documentation; compiling and preparing information for MEASURE Evaluation project reviews and strategic planning.
- *Technical Achievements:*
  - Managed and participated in the implementation of outcome monitoring surveys (2011 – 2014) in up to seven counties of Liberia using the Lot Quality Assurance Sampling (LQAS) methodology; including survey planning and management, training in survey methodology, data collection and data use; and developed an Outcome Monitoring Strengthening Plan for the Ministry of Health and Social Welfare.
  - Assessed the HIV M&E System in St. Vincent and the Grenadines, jointly with CDC, Caribbean Health Research Council and Organization of Eastern Caribbean States.
  - Assessed the HIV M&E System in Jamaica and drafted the 2012-2017 HIV/STI M&E plan
  - Developed the curriculum and jointly implemented workshops to roll out the HIV related M&E Operations Manual for Jamaica

- Developed an approach to measure country ownership of HIV M&E systems and piloted it in Jamaica and Tanzania
- Conducted a study to find if mHealth technology can improve the quality of routine HIV/AIDS data in Jamaica, including developing methodology, planning of baseline study using Routine Data Quality Assessments, training of Community Peer Educators in the use of mHealth technology, oversight of the study during nine months of implementation and conducting the focus group discussion and data dissemination.

*Monitoring and Evaluation Advisor, UNAIDS Office for Jamaica, The Bahamas and Belize, Jamaica*  
(March 2007-June 2009)

- Technically reviewed and amended the penultimate draft of the M&E Operations Manual for Jamaica.
- Designed the Monitoring and Evaluation Operations Manual Roll out Workshops and drafted all technical documents associated with the Workshops.
- Developed and systematically updated Technical Briefs for Jamaica, The Bahamas and Belize
- Strengthen the contribution of the United Nations in country to improve national systems and capacity to monitor and evaluate the HIV response and to utilize data for policy and program planning and implementation.
- Effectively managed the process of collating ‘Global Fund Minimum Process Documentation Requirements’ for the successful submission of Jamaica’s proposal to the Global Fund Round 7.
- Developed and systematically updated Technical Briefs for Jamaica, The Bahamas and Cuba

*HIV/AIDS Program Management Specialist, USAID Mission for Jamaica and the Caribbean, Jamaica (2004-2007)*

- Designed programmatic options for the HIV/AIDS program between USAID and the Ministry of Health in the following technical areas; sexual prevention, capacity building, policy development and monitoring and evaluation. These options are the basis for the USAID/MOH program of work for 2005-2009.
- Designed, implemented and managed the system for collection, collation and reporting of required indicators for the President’s Emergency Plan for AIDS Relief for Jamaica. The system is currently included in the Jamaica’s HIV/AIDS Monitoring and Evaluation System.
- Effectively managed contractors implementing programs budgeted at over US\$500K.
- Effectively managed HIV/AIDS project funds of over US\$1.5M annually.

*Assistant Regional Director, Social Development Commission, Jamaica (2001-2004)*

- Designed projects effectively integrating a community disaster response for community-based organizations in collaboration with the Jamaica Red Cross and the Office of Disaster Preparedness and Emergency Management
- Built partnerships with key public and private stakeholders that resulted in the ‘Black River Accord’ signed by the local authorities, the civil society and central government in St. Elizabeth in 2001.
- Effectively developed the HIV/AIDS work plan of the Ministry of Local Government that was a key component of the National HIV/AIDS/STI Strategy 2002-2006.

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## **OTHER PROFESSIONAL EXPERIENCE**

*Adjunct Professor, Department of Maternal and Child Health and Department of Health Policy and Management, Gillings Global Public Health School, University of North Carolina at Chapel Hill, Chapel Hill, NC (April 2019 – present)*

- Co-Instructor: *Introduction to Monitoring and Evaluation of Global Health Programs* for Masters students
  - Instructor: *Global Health (Focused on Comparative Health Systems)* for Executive Leadership in Public Health Doctoral students
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## COUNTRY EXPERIENCE

Jamaica (native), St. Vincent and the Grenadines, Liberia, Tanzania, Kenya, South Africa, Botswana, Namibia

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## PUBLICATIONS & PRESENTATIONS

Submitted for Publication in Oxford Open Digital Health (est. March 2024):

- How Do Countries Select and Use Digital Global Goods in Emergency Settings? Lessons Learned from the COVID-19 Data Management Experience in Burkina Faso, Mali, and Suriname
- Does investment in COVID-19 information systems strengthen national digital health architecture? Lessons learned from Burkina Faso, Indonesia, Mali and Suriname
- Building Resilience during Emergencies: Exploring How COVID-19 Digital Health and Data Use Investments Can Strengthen Health Systems

Kamunyori J., **Watson-Grant S.**, Mpanya G., Shearer J., Mtenga, H., Valladeres L., (2022) Moving the Needle: Insights from COVID-19 Vaccines Delivery for Digitally-Supported Pandemic Preparedness and Response. Global Digital Health Forum 2022 Washington D.C.

**Watson-Grant S.** (2022) Learning from Experience In Helm-Murtagh, S., Erwin, P. (Eds) *Leadership in Practice: Essentials for Public Health and Healthcare Leaders* (pg. 425-427) Springer Publishing Company, LLC, MA

Colaço R., **Watson-Grant S.** (2022) A Global Call to Action for Gender-Inclusive Data Collection and Use *Policy Brief: RTI Press Publication No. PB-0026-2112*. Research Triangle Park, NC: RTI Press. <https://doi.org/10.3768/rtipress.2021.pb.0026.2112>

Thomas J.C., Doherty K, **Watson-Grant S.** Kumar M. (2021) Advances in monitoring and evaluation in low- and middle-income countries *Evaluation and Program Planning* <https://doi.org/10.1016/j.evalprogplan.2021.101994>

**Watson-Grant, S.**, Sutherland E.G., Xiong, K., Thomas J.C. (2020) Beyond convenience: practical considerations with using routine health data for evaluations *Perspectives in Public Health* Vol 140 No 5 <https://doi.org/10.1177/1757913920944196>

**Watson-Grant, S.** Reynolds, Z., Lee, D., Mufeti J., Mungunda H., Mswia, R., (2020) Where are the men in HIV testing and prevention in Namibia? *J Public Health (Berl.)* (2020). <https://doi.org/10.1007/s10389-020-01365-1>

**Watson-Grant, S.**, Balisi, R., Kaliel D., Jamu, S. Thomas, J.C (2020) A monitoring and evaluation gap for WHO's community health worker guidelines, Botswana *Bull World Health Organ* 2020; 98:370–372

Mswia, R., Reynolds, Z., & **Watson-Grant, S.** (2019). Male Case-Finding Assessment in Namibia: Final Report. Chapel Hill, NC, USA: MEASURE Evaluation, University of North Carolina. Available at: <https://www.measureevaluation.org/resources/publications/tr-19-384>

**Watson-Grant, S** (2019) Tracking and measuring resilient health systems: Through a health information system lens. USAID's Office of Health Systems meeting focusing on From Fragile to Resilient Health Systems: A Journey to Self-Reliance, March 27, 2019, Washington D.C. Report available at <https://www.usaid.gov/documents/1864/fragile-resilient-health-systems-journey-self-reliance>

**Watson-Grant, S** (2019) Health Service Task Sharing with Community Health workforce in Botswana. USAID's Systems Summit, September 11, 2019, Washington D.C.

**Watson-Grant, S,** Hart L., Framework and Toolkit to Strengthen Evaluation Capacity Available at <https://www.measureevaluation.org/resources/publications/tl-18-18?searchterm=framework+for+evaluation+>

A Traore, J Barden-O’Fallon, M Soumahoro, M Garango, M Tounkara, M Sangare, E Kossi, **S Watson-Grant,** S Diakite, F Djenepo, Use of evaluation results to improve implementation of Mali’s national family planning campaign; International Conference on Family Planning November 12-15 2018, Kigali, Rwanda

**Watson-Grant, S,** Xiong K., Thomas J.C. (2016) Country Ownership in international development: Toward a working definition, Available at <https://www.measureevaluation.org/resources/publications/wp-16-164>

**Watson-Grant, S.** (2015). Measuring Country Ownership. Saarbrücken: Lambert Academic Publishing

**Watson-Grant, S,** Hart L., Xiong K, Weaver E., Settergren S., Reynolds H. Building the Ship as It Sails: Challenges and Strategies to Assess and Enhance Evaluation Capacity in the Real World. Round table presentation at American Evaluation Association Conference November 8 - 11, 2017, Washington DC

**Watson-Grant, S,** Xiong K., Thomas J.C. (2017) Achieving sustainability in health information systems: a field-tested measure of country ownership, *Globalization and Health*, 2017, Volume 13, Number 1, Page 1

**Watson-Grant, S,** Reynolds, Z, Mswia, R. Using LQAS and HMIS to routinely assess the performance of health services; 7<sup>th</sup> International African Evaluation Association Conference, March 3-7, 2014, Yaoundé, Cameroon.

Reynolds Z, **Watson-Grant S,** Barden-O’Fallon J. Using LQAS to measure contraceptive use at the sub-national level in low-resource settings; International Conference on Family Planning, November 12-15, 2013, Addis Abba, Ethiopia

Mswia, R.; **Watson-Grant, S.;** Reynolds, Z. Linking Lot Quality Assurance Sampling outcome monitoring with health information system data in Liberia. Abstract published at: Second Global Symposium on Health Systems Research; October 31 – November 3, 2012; Beijing, China.