



Dr Jacinta Nzinga

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CURRENT POSITION **Programme Manager**, the Kenya National Centre, African Health Observatory Platform on Health Systems and Policies (AHOP).
Post-doctoral fellow, Health Policy and Systems Research, KEMRI-Wellcome Trust Research Programme

SUMMARY

Health policy and systems researcher with more than 10 years' experience in the use of social science and organizational management approaches relating to the implementation of innovations and behavior change practices, evaluating public health interventions and policy-practice engagements. Current research focuses on Health System Governance, Health Policy Analysis & Its Implementation, Human Resources for Health (HRH) research Organizational Behavior & Organizational Change, and Qualitative Research Design & Evaluation.

EDUCATION

Institution	Degree	Year	Field
Warwick University	PhD	2017	Health and social studies
University of Oxford	MSc	2009	Global Health
Moi University	BSc	2003	Environmental Health

DISCIPLINARY DOMAINS

Predominant Scientific Domain: Health Sciences

Main Research Fields: Health Policy and Systems Research, Public Health, Health Policy Analysis, Research to Policy/Practice

RELEVANT RESEARCH AND IMPLEMENTATION PROJECTS

2022-2025: Primary healthcare financing and related health systems reforms in Kenya

Evaluating the experience and impact of PHC financing transitions and planned health systems policy reforms on PHC performance in Kenya. Examining the impact of donor transitions, health facility autonomy reforms, UHC program scale up, and implementation experience of primary care networks on PHC performance and service delivery

2021-2024: SUPPORT-Supporting inclusive and accountable health systems decisions in Ghana and Kenya for universal health coverage (SUPPORT-SYSTEMS)

SUPPORT explores how decision-making processes for health systems strengthening and universal health coverage (UHC) can be made more inclusive, responsive, and accountable. The study aims to generate insights that can help policymakers and stakeholders implement inclusive and accountable evidence-based decision-making processes for health systems strengthening and UHC.

2020-2023: QuEST- Building the evidence base for health system transformation through designing and testing of future health system models and measures

The QuEST project aims at building evidence to support the transformation to high-quality health systems by improving measurement, testing solutions, and creating generalizable knowledge in partnership with changemakers. It's a multi-country consortium of 6 QuEST centers/countries whose research objectives are i) Prepare an evidence base for service delivery redesign by conducting feasibility assessments and co-developing models for service delivery redesign for maternal and newborn survival ii) Develop and test a People's Voice Survey to understand the public's pulse on health system quality including utilization preferences, quality expectations, care quality, confidence in health system and iii) Develop and test E-Cohorts for Maternal and Newborn Health mapping the care trajectory, care quality, women's experience, and health outcomes for mothers and newborns to diagnose critical points in the care pathway

2020-2023: AHOP - African Health Systems and Policy Platform

A regional collaborative initiative that supports and promotes the transfer of evidence and experience between countries to foster action by, supporting rigorous analysis of health systems to generate knowledge evidence linked to key health system thematic areas, increasing awareness and uptake of available evidence and expertise from policymakers and building the capacity of policymakers on evidence-informed policy-making at national and regional levels. The Platform leverages existing national and regional collaborations to form a network of 5 National Centres in Africa and is hosted by the WHO Regional Office for Africa (WHO AFRO) which serves as the Regional Secretariat.

2016-2018: Understanding and developing leadership and managerial capacities of health managers to contribute to everyday resilience

Co-developing innovative leadership and managerial initiatives and training to support health facility managers, sub-county and county health managers' leadership practices through self-observation, reflection, and participatory skills building

ACADEMIC TEACHING AND SUPERVISION

Adjunct faculty, Institute of Healthcare Management, Strathmore University, Kenya

Instruct and mentor students in the complexity of health systems, leadership, and governance, human resources for health, and qualitative research methods
Practical sessions on analysis of data using statistical software
Teaching and supervision of students in health care management
Supervision of Masters students and co-supervision of PhD students
Co-developing grant proposals

Annual teaching Complex Health System Course for county health managers in collaboration with Pwani University, Kenya

Instruct and mentor students in the complexity of health systems, leadership and governance, human resources for health, and stakeholder mapping

Annual teaching of Human Resources for Health and Leadership for the MSc International Health and Tropical Medicine, Oxford University UK

Instruct and mentor students in the complexity of health systems, leadership, and governance, human resources for health, and stakeholder
Supervision of Masters students

SELECT ACADEMIC AND POLICY AFFILIATIONS AND HONORS

2021 – current	Health Information, Research and Monitoring & Evaluation, ICC member
2019 – current	The Kenya Nursing and Midwifery Policy Technical Working Group: Member
2019 – current	The Kenya Medical Research Institute (KEMRI) Universal Health Care Committee: Member
2018 – current	Health Systems Global: Member
2018 - current	Adjunct Faculty, Public Health, Pwani University, Kenya
2017 - current	Kenya Task Sharing Policy and Guidelines Technical Working Group: Member
2017 – current	Adjunct Faculty, Institute of health care management, Strathmore, University Kenya
2017 - current	The KEMRI-Wellcome Trust Research Programme Higher Degrees committee: Member
2016 – current	Visiting lecturer, MSc International Health and Tropical Medicine, Oxford University UK
2016 – current	The Research Ethics communications and consenting committee, at KEMRI-Wellcome Trust Research Programme: Member

PUBLICATIONS

1. Easter Olwanda, Kennedy Opondo, Dorothy Oluoch, Kevin Croke, Justinah Maluni, Joyline Jepkosgei and **Jacinta Nzinga**. Women's Autonomy and Maternal Health Decision Making in Kenya: Implications for Service Delivery Reform - A Qualitative Study. BMC Women's Health 2024
2. Margaret E Kruk, Neena R Kapoor, Todd P Lewis, Catherine Arsenault, Eleni C Boutsikari, João Breda, Susanne Carai, Kevin Croke, Rashmi Dayalu, Günther Fink, Patricia J Garcia, Munir Kassa, Sailesh Mohan, Mosa Moshabela, **Jacinta Nzinga**, Juhwan Oh, Emelda A Okiro, Dorairaj Prabhakaran, Gillian K SteelFisher, Rosanna Tarricone, Ezequiel Garcia-Elorrio. Population confidence in the health system in 15 countries: results from the first round of the People's Voice Survey. Lancet Glob Health. 2024

3. Emily Odipo, Prashant Jarhyan, **Jacinta Nzinga**, Dorairaj Prabhakaran, Amit Aryal, Emma Clarke-Deelder, Sailesh Mohan, Moshabela Mosa, Munir Kassa Eshetu, Todd P Lewis, Neena R Kapoor, Margaret E Kruk, Günther Fink, Emelda A Okiro. The path to universal health coverage in five African and Asian countries: examining the association between insurance status and health-care use. *Lancet Glob Health*. 2024
4. Kevin Croke, Mosa Moshabela, Neena R Kapoor, Svetlana V Doubova, Ezequiel Garcia-Elorrio, Damen HaileMariam, Todd P Lewis, Gloria N Mfeka-Nkabinde, Sailesh Mohan, Peter Mugo, **Jacinta Nzinga**, Dorairaj Prabhakaran, Ashenif Tadele, Katherine D Wright, Margaret E Kruk. Primary health care in practice: usual source of care and health system performance across 14 countries. *Lancet Glob Health*. 2024
5. Zhao, Y., Mbutia, D., Munywoki, J., Gathara, D., Nicodemo, C., **Nzinga, J.** and English, M., 2023. Examining the absorption of post-internship medical officers into the public sector at county-level in devolved Kenya: a qualitative case study. *BMC Health Services Research*, 23(1), p.875.
6. Zhao Y, Mbutia D, Gathara D, **Nzinga J**, Tweheyo R, English M.(2023). "'We were treated like we are nobody': a mixed-methods study of medical doctors' internship experiences in Kenya and Uganda". *BMJ Glob Health*, 8.
7. Lewis TP, Kapoor NR, Aryal A, Bazua-Lobato R, Carai S, Clarke-Deelder E, **Jacinta Nzinga** et al. (2023) Measuring people's views on health system performance: Design and development of the people's voice survey. *PLoS Med* 20(10): e1004294. <https://doi.org/10.1371/journal.pmed.1004294>.
8. Lucy Gilson, **Jacinta Nzinga**, Marsha Orgill, and Zakaria Belrhiti. Chapter 35: Health system leadership development in selected African countries: challenges and opportunities. Chambers, N. (Eds.). (2023). *Research Handbook on Leadership in Healthcare*. Cheltenham, UK: Edward Elgar Publishing. Retrieved Oct 14, 2023, from <https://doi.org/10.4337/9781800886254>. 686–698
9. **Nzinga J**, Oliwa J, Oluoch D, Jepkosgei J, Mbutia D, Boga M, et al. (2023) The hidden emotional labour behind ensuring the social value of research: Experiences of frontline health policy and systems researchers based in Kenya during COVID-19. *PLOS Glob Public Health* 3(8): e0002116. <https://doi.org/10.1371/journal.pgph.0002116>
10. Mbutia, D., Brownie, S., Jackson, D., McGivern, G., English, M., Gathara, D., & **Nzinga, J.** (2023). Exploring the complex realities of nursing work in Kenya and how this shapes role enactment and practice—A qualitative study. *Nursing Open*, 00, 1– 12. <https://doi.org/10.1002/nop2.1812>
11. Mwangome, M., de Colombi, N.F., Chabeda, S., Mumbo E., Jemutai, J., **Nzinga, J.** et al. Evaluating the role of breastfeeding peer supporters' intervention on the inpatient management of malnourished infants under 6 months in Kenyan public hospitals. *Int Breastfeed J* 17, 79 (2022). <https://doi.org/10.1186/s13006-022-00520->
12. Karamagi HC, Berhane A, Ngusbrhan Kidane S, Nyawira L, Ani-Amponsah M, Nyanjau L, Maoulana K, Seydi AW, **Nzinga J**, et al. (2022) High impact health service interventions for attainment of UHC in Africa: A systematic review. *PLOS Global Public Health* 2(9): e0000945. <https://doi.org/10.1371/journal.pgph.0000945>
13. Karamagi HC, Ben Charif A, Ngusbrhan Kidane S, Yohanes T, Kariuki D, Titus M, Batungwanayo C, Seydi AW, Berhane A, **Nzinga J**, et al. (2022) Investments for effective functionality of health systems towards Universal Health Coverage in Africa: A scoping review. *PLOS Global Public Health* 2(9): e0001076. <https://doi.org/10.1371/journal.pgph.0001076>
14. Croke, K., Gage, A., Fulcher, I., Opondo, K., **Nzinga J.**, Tsofa B., Haneuse S., & t Kruk M. Service delivery reform for maternal and newborn health in Kakamega County, Kenya: study protocol for a prospective impact evaluation and implementation science study. *BMC Public Health* 22, 1727 (2022). <https://doi.org/10.1186/s12889-022-13578->
15. Musitia P, Boga M, Oluoch D, Haaland A, **Nzinga J**, English M, Molyneux S. Strengthening respectful communication with patients and colleagues in neonatal units — developing and evaluating a communication and emotional competence training for nurse managers in Kenya [version 1; peer review: awaiting peer review]. *Wellcome Open Res* 2022, 7:223 (<https://doi.org/10.12688/wellcomeopenres.18006.1>)
16. English, M., **Nzinga, J.**, Oliwa, J., Maina, M., Oluoch, D., Barasa, E., Irimu, G., Muinga, N., Vincent, C., McKnight, J. "[Improving facility-based care: eliciting tacit knowledge to advance intervention design](https://doi.org/10.1136/bmjgh-2022-000941)". *BMJ Glob Health*. 2022.7(8):e009410

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18. Jepkosgei, J., English, M., Adam, M.B. and **Nzinga, J.** / Understanding intra- and interprofessional team and teamwork processes by exploring facility-based neonatal care in Kenyan hospitals. *BMC Health Serv Res* **22**, 636 (2022). <https://doi.org/10.1186/s12913-022-08039-6>
19. Jepkosgei, J., **Nzinga, J.**, Adam, M.B. *et al.* Exploring healthcare workers' perceptions on the use of morbidity and mortality audits as an avenue for learning and care improvement in Kenyan hospitals' newborn units. *BMC Health Serv Res* **22**, 172 (2022). <https://doi.org/10.1186/s12913-022-07572-8>
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29. McGivern, G., **Nzinga, J.**, Boussebaa, M., & English, M. (2020). Professional Pastoral Work in a Kenyan Clinical Network: Transposing Transnational Evidence-based Governmentality. In M. Bevir & J. Waring (Eds.), *Governing healthcare networks: Developing a decentred perspective on the narratives and situated practices of networks in health care settings*: Palgrave
30. Barasa, E., Boga, M. Kagwanja, N., Kinyanjui, S. ,Molyneux, C., Nyikuri, M., **Nzinga, J.**et al., *Learning sites for health system governance in Kenya and South Africa: reflecting on our experience*. Health Research Policy and Systems, 2020. 18(1): p. 44.

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32. Waithaka, D., Kagwanja, N., **Nzinga, J.**, Tsofa, B., Leli, H., Mataza, C., Nyaguara, A., Bejon, P., Gilson, L., Barasa, E. and Molyneux, S., 2020. Prolonged health worker strikes in Kenya-perspectives and experiences of frontline health managers and local communities in Kilifi County. *International journal for equity in health*, 19(1), p.23.
33. Mcknight, J., **Nzinga, J.**, Jepkosgei, J. & English, M. 2019. Collective strategies to cope with work related stress among nurses in resource constrained settings: An ethnography of neonatal nursing in Kenya. *Social Science & Medicine*, 112698.
34. Jepkosgei, J., **Nzinga, J.**, Farsides, B., Marsh, V., Molyneux, S., & McKnight, J. (2019). Maintaining Distance and Staying Immersed: Practical Ethics in an Under-resourced New Born Unit. *Journal of Empirical Research on Human Research Ethics*.
35. Adelaide Lusambili, Joyline Jepkosgei, **Jacinta Nzinga**, Mike English, (2019) "What do we know about maternal and perinatal mortality and morbidity audits in sub-Saharan Africa? A scoping literature review", *International Journal of Human Rights in Healthcare*
36. **Jacinta Nzinga**, Jacob McKnight; Joyline Jepkosgei; Mike English 2019. Exploring the space for task-shifting to support nursing on neonatal wards in *Kenyan public hospitals Human Resources for Health* 17:18
37. **Nzinga, J.**, McGivern, G. and English, M., 2019. Hybrid clinical-managers in Kenyan hospitals: Navigating between professional, official and practical norms. *Journal of Health Organization and Management*, 33(2), pp.173-187
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39. **Jacinta Nzinga**, Gerry McGivern and Mike English 2018. A distributed lens on middle level clinical leadership in Kenyan public hospitals. *Health Policy and Planning, Volume 33, Issue suppl_2, Pages ii27–ii34*
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41. Gerry McGivern, **Jacinta Nzinga** and Mike English 2017. 'Pastoral practices' for quality improvement in a Kenyan clinical network. *Social Science & Medicine*, 195, pp.115-122.)
42. **J Nzinga**, Lairumbi Mbaabu and Mike English. Service delivery in Kenyan district hospitals – what can we learn from literature on mid-level managers? *Human Resources for Health* 2013, 11:10
43. M English, **Jacinta Nzinga**, Patrick Mbindyo, Philip Ayieko, Grace Irimu and Lairumbi Mbaabu. Explaining the effects of a multifaceted intervention to improve inpatient care in rural Kenyan hospitals -- interpretation based on retrospective examination of data from participant observation, quantitative and qualitative studies *Implementation Science* 2011
44. **J Nzinga**, Patrick Mbindyo, Lairumbi Mbaabu, Ann Warira and Mike English. Documenting the experiences of health workers expected to implement guidelines during an intervention study in Kenyan hospitals *Implementation Science* 2009
45. **J Nzinga**, Stephen Ntoburi, John Wagai, Patrick Mbindyo, Lairumbi Mbaabu, Santau Migiro, Annah Wamae, Grace Irimu and Mike English. Implementation experience during an eighteen month intervention to improve pediatric and newborn care in Kenyan district hospitals *Implementation Science* 2009