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## STRENGTHENING HUMAN RESOURCES FOR HEALTH

# EMPLOYMENT OPPORTUNITY

Applications are invited from suitably qualified Ugandans to fill the following vacant post. To apply, submit CV, USAID 1420 form (contractor employee biographical data sheet) and three references. See full job descriptions and submit application online by searching for the position at <http://www.intrahealth.org/section/careers>.  
Deadline for submission is **Friday, 6th October 2017**.

### **POST: PROGRAM OFFICER, PERFORMANCE MANAGEMENT**

#### **BACKGROUND**

The purpose of the Strengthening Human Resources for Health (SHRH) project is to strengthen the capacities of central ministries, districts, health professional councils, PNFP and health training institutions to effectively plan, manage and utilize the health workforce; and strengthen systems for sustained health worker performance to improve health outcomes for the people of Uganda.

#### **PRIMARY RESPONSIBILITIES:**

The Program Officer, Performance Management will support the Senior Advisor Performance Management to develop and implement performance management strategy for national, district, and health facility levels. S/ he will support the Senior Advisor in providing technical assistance to health leaders and managers to implement the performance management system, including enhanced planning capacity, support supervision, reward and sanctions, reduction of absenteeism to improve health worker performance and productivity at national, district, and health facility levels.

#### **ESSENTIAL FUNCTIONS:**

1. Enhance capacity of health leaders and managers to implement the performance management initiatives.
2. Provide technical assistance to health leaders and managers to translate their expected performance outputs into activities and establish a system to monitor their performance.

3. Enhance capacity of District Health Management Teams (DHMTs) and Health Facility Managers on the Performance Management process and guide them to develop their own individual annual performance plans based on district and health facility plans.
4. Provide technical assistance to health leaders and managers to implement the performance agreements.
5. Participate in piloting team-based problem-solving or peer supervision models as alternatives to the current cascade model and enhance mutual learning and team work.
6. Work with technical programs at Ministry of Health (MOH) and district-based IPs to harmonize and disseminate service standards and update tools.
7. Work with district, facility, and PNFP health managers to determine and implement the strategy to reward performance.
8. Participate in developing and implementing a strategy for reduction and monitoring of absenteeism at health facility level.

#### **EDUCATION / EXPERIENCE REQUIREMENTS**

- Advanced degree in Arts or Social Science, Public Health, Economics, or a field related to Human Resources Management, Performance Management or Human Resources for Health (e.g., management, public policy).
- Minimum of six years' working experience implementing or managing HRH or related activities in Uganda,
- Demonstrated experience in performance management
- At least three years' of the working experience should have been served at a senior level of at least Principal Officer in Government or in a reputable organization in the private sector.

#### **COMPETENCIES:**

- Innovation
- Accountability
- Service Excellence
- Planning and Organizing
- Interpersonal Relationships
- Effective Oral and Written Communication