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STRENGTHENING HUMAN RESOURCES FOR HEALTH

EMPLOYMENT OPPORTUNITY

Applications are invited from suitably qualified Ugandans to fill the following vacant post. Applications should be addressed to the Senior HR & Administration Officer and should be sent by email to jobs-uganda@intrahealth.org to be received not later than **23rd December 2016**.

Applicants should attach a current CV and photocopies of their certificates and testimonials to their application. Total file size of attachments should not exceed 2MB. Only shortlisted applicants will be contacted. IntraHealth International, Inc. is an Equal Opportunity / Affirmative Action Employer.

POST: PROGRAM MANAGER, COMMUNITY HEALTH WORKFORCE

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 and efficiently plan, manage and utilize the health workforce; and strengthen systems for sustained health worker performance to improve health outcomes for the people of Uganda.

JOB PURPOSE

The Community Health Workforce Manager is responsible for planning, coordination, and implementation of all SHRH project activities relating to community health workforce. He/she provides strategic guidance to the project on issues relating to community health workforce. He/she works closely with the MoH and other Uganda government and PNFP departments and institutions; implementing partners; and other stakeholders to strengthen the community health workforce in line with the objectives of the project, the

MOH, IntraHealth International and the donors. He/she with guidance from the Chief of Party ensures development of result oriented strategies to strengthen the community health workforce.

KEY OUTPUTS

This position is responsible for leading efforts to accomplish the following key project outputs:

- Regular compensation of CHWs through integration in the public health sector employment institutionalized
- Performance and retention of the CHW through functional system for well-coordinated community and formal health system support for CHW improved
- Capacity to monitor and evaluate performance of CHW strengthened

KEY FUNCTIONS

- Work with counterparts to develop and implement work plans on community health workforce as components of the overall project work plans
- Provide technical support to the MoH to establish CHEW as a position in the public service

- Work with MoH and partners to develop governance and management structure for community health workforce
- Ensure development of policy and operational guidelines on community health workforce
- Lead the process of defining the roles of the key categories of the CHW and those of the key stakeholders at the operational level of the CHW
- Coordinate the functionalization and scale up of an electronic CHW information system linked to the HRIS and establishment of a CHW electronically generated monitoring dashboard
- Work with M&E to monitor the implementation of the CHEW strategy and performance of the CHW and advise the project and MoH accordingly
- Provide to CoP updates that focus on activity progress, next steps and problem solving on the CHW
- Prepare and submit quarterly and annual progress reports as components of the project quarterly and annual reports
- Manage project resources that

are allocated to him/her during the performance of his/her duties in line with policies of IntraHealth International.

QUALIFICATIONS

i) Education

- Post graduate degree in Health, Social Sciences or related discipline;

ii) Work Experience

- 10 years professional experience;
- Preferred experience with USAID-funded projects;
- Extensive experience in community health workforce preferably in the public sector with in-depth knowledge of practice areas such as selection, recruitment, deployment and regulation;
- Significant knowledge and experience of social, cultural, economic and political developments and trends in Uganda;

iii) Competencies

- Proven ability to work as a team player with the ability to work with partners and persons of different backgrounds and cultures

- Proven ability to handle confidential matters discreetly and to gain the trust and confidence of colleagues and clients including USAID and Ministry of Health;
- Demonstrated interpersonal skills and ability to work in a complex and changing environment with all key stakeholders;
- Proven ability to develop and work within approved work plans;
- Excellent oral and written communication skills in English;
- Computer literacy in MS Office applications including Word, Excel, Power Point; Outlook
- Willingness to travel 25% within the country and periodically internationally.

WORKING CONDITIONS / PHYSICAL REQUIREMENTS

- Willingness and ability to work independently with all stakeholder
- Willingness to accept additional responsibilities
- Willingness to work overtime as required
- Willingness to travel throughout Uganda to work with partners, communities and key stakeholders, and potentially internationally, as required