



Job Advertisement

About Us

Makerere University Joint AIDS Program (MJAP) is a private-not-for-profit Company under Makerere University. MJAP works to build partnerships and strengthen health systems to optimally respond to HIV/AIDS, TB, Non-communicable diseases (NCDs) and other diseases of public health importance in Africa.

Project Overview

The Local Partner Health Services East Central - Transition award to Makerere University Joint AIDS Program (MJAP) Activity is funded by the United States Government through the Department of State. This Award supports public health facilities and their communities in 12 districts and Jinja City that include Bugiri, Bugweri Busia, Buyende, Iganga, Jinja, Kamuli, Kaliro, Luuka, Mayuge, Namayingo and Namutumba; to drive sustained HIV/TB control, reduce malaria burden, improve maternal and child health outcomes, and build resilient pandemic preparedness and response capacities. **MJAP is looking for competent, passionate, and committed individuals to fill the following position to be hired on rolling basis:**

I. Job title: Advisor for Integrated Health Service Delivery (IHSD)

No. of positions: 01 (Open to internal & external candidates)

Reports to: Director Technical Services

Supervises: HIV Care and treatment teams, Maternal Newborn Health

Specialist, eMTCT and Child Health Specialist, Community Engagement Specialist, Quality Improvement and Interprofessional Practice (QI &IPP) Officer

Duty station: Jinja Office

Job Summary:

The Advisor for Integrated Health Service Delivery (IHSD) will provide regional leadership, coordination, and technical oversight for the delivery of Primary Health Care (PHC) programs under LPHS-EC. The role will guide planning, implementation, and performance monitoring of HIV Prevention, Care and Treatment, while working closely with thematic leads to support PMTCT, Child Health, Maternal and Neonatal Health. The Advisor will strengthen health systems to deliver quality, integrated, and client-centered services across facilities and communities, in collaboration with the MoH, district, and community partners, to achieve improved health outcomes.

Roles and Responsibilities

- **Program Planning and Implementation:** Develop, implement, and monitor evidence-based strategies and work plans for HIV/TB prevention, care, treatment, and psychosocial support to achieve donor, MoH, and organizational deliverables.

- **Quality Improvement and Capacity Building:** Provide technical support to project and district teams in designing, implementing, monitoring, and documenting results from improvement collaboratives and Continuous Quality Improvement (CQI) initiatives across thematic areas, using training, coaching, and experiential learning exchanges.
- **Integrated Service Delivery Strengthening:** Develop and implement regional and district capacity-building plans for project technical staff, district health workers, and community stakeholders in integrated HIV/TB, MNCH, and PMTCT services through training, mentorship, and supportive supervision, aligned with Ministry of Health guidelines.
- **Technical Guidance and Materials Development:** Support MoH-ACP/NLTP Care and Treatment TWGs, RMNCAH TWGs, District Health Teams, and health facilities in developing, updating, and disseminating guidelines, SOPs, protocols, and other capacity-building materials for integrated health service delivery.
- **Stakeholder Coordination:** Coordinate and convene periodic stakeholder meetings on integrated health service delivery to foster collaboration, learning, and adaptation (CLA) across HIV, TB, and Primary Health Care programs.
- **Partnerships and Collaboration:** Establish and strengthen partnerships with key stakeholders involved in HIV/TB prevention, care, and treatment, including prevention teams, to ensure an efficient, coordinated, and continuous HIV/TB response.
- **Team Leadership and Supervision:** Supervise, appraise, and support integrated service delivery teams to maintain a competent and motivated workforce through regular feedback, coaching, and mentoring, in accordance with organizational human resources policies.
- **Stakeholder Engagement and Responsiveness:** Provide accurate and timely responses to requests from donors, MoH, and other key stakeholders, ensuring the satisfaction of both internal and external customers, even at short notice.
- **Operational Research:** Participate in operational research through the development of study protocols, data collection and analysis, and preparation of abstracts, manuscripts, and case reports, ensuring dissemination of findings in journals and relevant forums in line with organizational objectives.
- **Representation and Advocacy:** Represent the organization in relevant district, regional, and national coordination and technical meetings, conferences, and forums.
- **Resource Mobilization:** Support resource mobilization by identifying funding opportunities, contributing to proposal development, and assisting in donor engagement to secure financial and technical resources for program sustainability.

Qualifications, job requirements and competencies:

- Master's degree in a relevant field such as Medicine, Public Health, or other equivalents from a recognized institution. A clinical discipline degree is highly preferred; additional training in management is an added advantage.
- Minimum of eight (8) years' experience managing or implementing integrated health service delivery or technical assistance programs in HIV/TB and MNCH, in Uganda.
- Demonstrated skills in supervision, planning and program management.
- Proven ability to conceptualize, innovate, and execute ideas, and to transfer knowledge and skills to frontline service providers.
- Excellent written and oral communication skills, with proven ability in technical writing, documentation, and resource mobilization to support program sustainability.
- Excellent interpersonal skills and a demonstrated ability to work harmoniously with diverse teams.

- In-depth knowledge of the landscape for HIV/TB and integrated service delivery programming in Uganda, including key Government of Uganda and USG donor priorities.
- Experience in effectively leading moderate to large teams of health professionals.

2. Job title: **Regional Technical Coordinator**
No. of positions: **01 (Open to internal & external candidates)**
Reports to: **Director Technical Services**
Supervisors: **District Integrated Health Service Delivery Specialists**
Location: **Bugiri Cluster office**

Job summary: Guide and oversee implementation, and performance monitoring of HIV /TB, PMTCT, Child Health, Maternal and Neonatal Health, Quality Improvement, supply chain and laboratory services, outbreak preparedness and response in the Cluster by working closely with thematic leads. He/she will also oversee the cluster and district-based finance and administration functions of the Local Partner Health Services East Central Project; and manage relationships with partners and respective districts in East Central Uganda. The incumbent will also be the project’s liaison person in one specific assigned district, where there will be no District Integrated Health Service Delivery Specialists, embedded in the District Health Management Team (DHT).

Specific duties and responsibilities:

- Supervise financial and administrative activities including conducting staff appraisals, reviewing, and approving financial and administrative requests and accountabilities.
- Support development and timely submission of work plans and budgets
- Supervise the allocated cluster and district-based staff to ensure that the implementation of activities is responsive to the needs of the project.
- Review and improve technical strategies employed to ensure the Local Partner Health Services East Central project work plan is adhered to and implemented with measurable success.
- Provide decentralized management, coaching, and technical assistance to the Project staff, DHTs, health facility staff and district-based civil society counterparts in their assigned districts and health facilities.
- Develop and maintain a competent & motivated team of cluster and district teams through implementing HR support activities in line with the human resources manual.
- Work with the Technical Advisors, Specialists and Program officers to support healthcare facility teams to improve delivery of quality integrated health services, and well-coordinated Laboratory and Supply Chain services by MJAP, at all levels of healthcare through support supervision and mentoring.
- Support the integration of quality improvement approaches into health services delivery at the health facilities within the districts and health facilities.
- In collaboration with the knowledge management staff, support the process of documenting best practices in form of case studies, success stories, abstracts, video clips in addition to the routine weekly updates, quarterly and annual reports.
- Ensure proper implementation and coordination at district and health facility levels, working with the District Health Teams in the respective districts.
- Support the design and rollout of community level interventions for integrated health services delivery geared at addressing health determinants at individual, household and community level.

- Develop and monitor the implementation of the capacity building plans based on clear identified needs i.e., training, mentorship, and support supervision programs.
- Build and manage relations with the respective districts through regular engagement, coordination meetings and joint review of plans and activities.
- Develop and maintain strategic partnerships and networks with district key stakeholders and other partner organizations involved in programs and advocate for a comprehensive, relevant, and harmonized interventions in the region in line with various program.
- Supervise District Integrated Service Delivery Specialist.

Key Personal Competencies:

- A bachelor’s degree in medicine and surgery (MBChB)
- A master’s degree in public health or related health field is preferred.
- At least 5 years of professional experience working in Public Health Systems
- Practical knowledge and skills in designing, planning, implementing, and monitoring integrated programs.
- Good knowledge of the district health system and community- facility linkage structures.
- Experience in leading and managing Interprofessional teams of health and non-health professionals.
- Ability to implement and monitor quality improvement projects embedded in the program.
- Excellent interpersonal, communication and networking skills; and great report writing skills.

3. Job title: District Integrated Health Service Delivery Specialist
No. of positions : -04 positions

Reports To: Regional Technical Coordinator

Supervises: District Integrated Service Delivery Officers

Duty station: i) Bugweri and Namutumba (01), ii) Luuka and Kaliro (01) iii) Jinja city and Jinja district (01) Open to only internal candidates

iv) Busia district (01)- Open for both internal & external candidates

Job summary:

She/he will be the project’s liaison person in one of the 12 supported districts within the East central region. S/he will be embedded within the District Health Team (DHT), through the DHO’s office. He/she will be directly responsible for district coordination of HIV/TB and district stewardship activities and provide oversight for family health interventions.

Roles and Responsibilities:

- To work as a liaison person between the project and the district leadership to ensure project activities are well planned, coordinated and implemented in harmony with the district priorities and operations to achieve the intended objectives
- Participate in making work plans, drawing activity schedules, raising activity requests, implementing activities and writing relevant reports
- Always seek to understand and work with the district and project relevant staff to lay strategies to achieve prevailing project priorities.
- Lead, guide and mentor the project team seconded to the district and health facilities for proper and harmonized implementation of the planned activities with the district
- Provide technical support to the district and health facility teams across the key HIV and TB technical areas.

- Support the integration of quality improvement approaches into health services delivery at the district and health facilities within the districts.
- Support the design and rollout of community level interventions for integrated health services delivery geared at addressing health determinants at individual, household and community level.
- Support and monitor the acquisition, inventory keeping, proper use and maintenance of equipment and other property provided by the project to the district and health facilities.
- Organize regular and timely performance reviews at district and health facility levels as per work plan.
- Participate and lead district teams in implementation and monitoring of research activities and develop abstracts, manuscripts or promising good or best practices.
- Ensure appropriate use of project financial and other resources, preventing wastage and abuse.
- Work with the district leadership to map and coordinate with other implementing partners to avoid duplication and omissions for maximum benefit from the available resources.
- Supervise district integration officers.

Qualifications, job requirements and competencies:

- **Bachelor's degree in medicine and surgery (MBChB), bachelor's in public health. A master's degree** in a health-related field is an added advantage.
- 3 years of progressive professional experience working in Public Health Systems.
- Demonstrate strong coordination and collaboration successes at community and district levels.
- Demonstrable excellent writing, organizational, coordination and communication skills.
- Proven ability to set priorities, multi-task, and work collaboratively as well as independently.
- Excellent interpersonal skills.

4. Job title: eMTCT and Child Health Specialist

No. of positions: 01 (Open to internal & external candidates)

Reports to: Integrated Health Service Delivery Advisor

Supervises: None

Duty station: Jinja

Job Summary

The eMTCT/Child Health Specialist will lead strategic planning, technical leadership and coordination for elimination of mother-to-child transmission (eMTCT) of HIV and child health (including early infant diagnosis, pediatrics HIV care, and child survival interventions) across the supported region and districts. This position will engage project teams, district local governments and health facility structures to ensure alignment with national guidelines, build and sustain strategic partnerships (including the Ministry of Health, development partners, implementing partners and civil society), and drive capacity building, quality improvement, service delivery scale-up, data-driven monitoring and community linkages.

Roles and Responsibilities:

- Provide strategic direction for regional eMTCT/Child Health programming in line with national MOH guidelines, donor requirements (e.g., PEPFAR/USG) and project goals.
- Establish and manage relationships with the Ministry of Health, regional/district health authorities, implementing partner networks, civil society, and community organizations to promote eMTCT/Child Health priorities
- Represent the project in technical working groups, review forums, donor/partner coordination meetings, and advocate for eMTCT/Child Health funding, policy and program integration.
- Ensure up-to-date MOH eMTCT/Child Health guidelines, job aids, protocols and SOPs are available and implemented in district health facilities; support standardization of service delivery.
- Lead the design, implementation, monitoring and scale-up of high-impact eMTCT interventions (e.g., HIV testing in ANC, prophylaxis, ART for pregnant/lactating women, EID, linkage to care for exposed infants) and key child health package components (e.g., integrated management of newborn & child health, nutrition, immunization).
- Provide technical mentorship and oversight to district and facility teams on eMTCT cascade, child health care quality, early identification of HIV-exposed infants, retention and outcomes
- Work with community structures (e.g., Village Health Teams – VHTs), mother-baby pairs groups, mentor mother networks, and family support groups to ensure pregnant/lactating mothers, HIV-exposed infants and children are reached, linked and retained in care.
- Strengthen community referral systems and follow-up mechanisms for mothers and infants in the eMTCT cascade and children in child health services.
- Map stakeholders, develop a directory of potential linkages (CSOs, private sector, outreach services) to support scale-up of eMTCT/Child Health services and community engagement.
- Contribute to operational research, including study design, data collection and analysis, and preparation of abstracts, manuscripts, and technical reports for dissemination.
- Represent the organization in relevant technical, coordination, and policy fora at district, regional, and national levels.
- Support resource mobilization efforts by identifying opportunities, contributing to proposal development, and engaging with partners and donors to sustain program impact.

Qualifications, job requirements and competencies:

- Degree in Medicine and Surgery, Public Health, Nursing, Midwifery or a related discipline. registration/licensure. Master's degree in Paediatrics is preferred.
- Technical knowledge of national PMTCT/eMTCT guidelines, EID, child health packages, integrated service delivery, quality improvement methodologies and donor compliance frameworks.
- Minimum of 6 years of progressive experience in eMTCT programmes, child health interventions
- Experience working with USG/PEPFAR-funded implementing partners is strongly preferred.
- Proven track record in strategic planning, programme management, capacity building, partnership management, QI mentorship, data use for decision-making and community linkages.
- Excellent stakeholder engagement, communication (written and oral), facilitation and representation skills.
- Ability to travel frequently to districts and facility sites, work in multidisciplinary teams, and adapt to dynamic field settings.

5. Job title: Global Health Security and Malaria Specialist

No of positions: 01 (Open to internal & external candidates)

Reports to: Director Technical Services

Supervises: None

Duty station: Jinja Office

Job Summary:

The Global Health Security (GHS) and Malaria Specialist will provide strategic guidance, technical leadership, and coordination for global health security and Malaria interventions at regional, district and community levels in the East Central Region. The position will strengthen district and facility capacities to prevent, detect, and respond to infectious disease threats including malaria, epidemic-prone diseases, and zoonotic events in line with Global Health Security Agenda (GHSA), International Health Regulations, and National Malaria Control Division (NMCD) priorities.

The Specialist will ensure that malaria control and GHS activities are integrated into broader health systems strengthening initiatives, leveraging community, facility, and district platforms to enhance surveillance, response readiness, and service delivery outcomes.

Roles and Responsibilities:

- Provide leadership for GHS activities: risk communication and community engagement (RCCE), infection prevention & control (IPC), community-based surveillance, early warning, outbreak response, One Health coordination (human-animal-environment interface).
- Provide technical guidance on malaria programming (vector control, case management, surveillance, malaria in pregnancy, chemoprevention, vaccine rollout where applicable).
- Lead planning, implementation, and monitoring of GHS and malaria interventions at regional, district and community levels, in line with WHO guidelines, national GHS/malaria strategy, and USG policies.
- Ensure integration of malaria and GHS efforts to strengthen health systems resilience (surveillance, data use, quality improvement, emergency preparedness).
- Supervise/mentor technical staff and partner implementing organisations; build capacity of government counterparts, district health teams, private sector and community stakeholders.
- Serve as liaison with national ministries (Health, Agriculture, Environment, etc), USG agencies (State, CDC, DOD, State), multilateral partners (WHO, FAO, WOAHA), and civil society.
- Monitor program performance: collect/analyse program data, track indicators for malaria and GHS (e.g., JEE metrics, IHR compliance, IDSR reporting, malaria incidence/prevalence, case fatality, bed-net coverage, IRS), use data to inform adaptive management.
- Lead development of workplans, budgets, and technical reports (monthly/quarterly/annual), prepare presentations, abstracts, lessons learned, and disseminate findings.
- Ensure alignment with national priorities and policies; design and execute capacity-strengthening plans; promote quality improvement approaches.
- Support readiness for and response to health emergencies: ensure coordination and smooth activation of emergency operations, ensure communities and districts are equipped to detect/respond to outbreaks of malaria and other infectious diseases.
- Contribute to operational research, including study design, data collection and analysis, and preparation of abstracts, manuscripts, and technical reports for dissemination.

- Represent the organization in relevant technical, coordination, and policy fora at district, regional, and national levels.
- Support resource mobilization efforts by identifying opportunities, contributing to proposal development, and engaging with partners and donors to sustain program impact.

Qualifications, job requirements and competencies:

- Master's degree in public health, Epidemiology, Infectious Diseases, Environmental Health or a related field.
- At least 6 years of progressively responsible experience in global health security/outbreak preparedness and response, and malaria control, vector-borne disease programming, preferably in Uganda.
- Demonstrated experience working with USG-funded programs and familiarity with USG regulations and donor compliance.
- Strong technical knowledge of malaria prevention and control (case management, surveillance, vector control, malaria in pregnancy, etc.) and knowledge of health security frameworks (GHSA, IHR, JEE, One Health, IPC, RCCE).
- Experience with program design, implementation, monitoring & evaluation, capacity building, and multi-sectoral coordination (health, animal health, environment).
- Excellent communication, facilitation and stakeholder-engagement skills; ability to work across ministries, donors, implementing partners and communities.
- Ability to think strategically, manage multiple tasks, mentor teams, and work in dynamic field settings (including travel to districts/regions).
- Experience in data use, quality improvement approaches, surveillance systems (e.g., IDSR) and outbreak response is highly desirable.
- Fluency in English; other local language proficiency may be advantageous.

Financial, Anti- Fraud, Safeguarding and Risk Management Clause:

MJAP enforces a strict zero-tolerance policy against fraud, corruption, sexual exploitation, abuse, and harassment in all program areas. All employees must uphold high ethical standards and ensure transparency and fairness, in line with MJAP Human Resource policies. In your role, you'll be responsible for maintaining the organization's financial integrity and supporting effective safeguarding and risk management practices. Key responsibilities include.

- **Financial Accountability:** Uphold MJAP's commitment to financial integrity by effectively managing resources and accurate reporting of expenditures. Ensure responsible and transparent resource management in compliance with organizational standards and donor requirements and take ownership of any discrepancies that arise.
- **Safeguarding:** Uphold the organization's dedication to protecting vulnerable populations, including beneficiaries, staff, and volunteers. This includes identifying, reporting, and addressing safeguarding issues per established policies. Your role is essential in fostering a safe and supportive environment for everyone involved in our programs.
- **Risk Management:** Actively identify, assess, and mitigate risks related to program implementation and operations. Collaborate with teams to create and maintain risk management plans in line with organizational policies. Regularly review and update practices to address new challenges or changes in the operational environment.

Application Procedure:

MJAP is dedicated to inclusion and diversity, evaluating all job applicants solely based on merit, regardless of race, gender, color, national origin, religion, age, marital status, or disability. As an equal opportunity employer, MJAP does not charge applicants at any stage and is not responsible for losses from fraudulent recruitment activities.

Qualified candidates are invited to apply by 4:30 PM EAT on Thursday December 4th, 2025., Please submit your application via this link: <https://forms.gle/ScF3CJYZkAkvTzqG6> For details about advertised position, please visit the website of Makerere University Joint AIDS Program.

Offer of employment will be subject to satisfactory references including but not limited to appropriate background checks, criminal records, and previous employment findings of fraud, corruption, sexual exploitation, abuse or harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms their understanding of these recruitment procedures. Please ensure that your attachments do not exceed 10 MB. We do appreciate your interest to work with MJAP. However, we regret that only shortlisted candidates will be contacted within one week after the submission deadline