

THE REPUBLIC OF UGANDA



HEALTH SERVICE COMMISSION

EXTERNAL ADVERT NO. 1 OF APRIL 2025

Applications are invited from suitably qualified applicants to fill vacant posts tenable at **the Ministry of Health Headquarters (MoH-HQ), Regional Referral Hospitals (MoH-RRH), Mulago National Referral Hospital (MNRH), Butabika National Referral Mental Hospital (BNRMH), Kampala Capital City Authority (KCCA), Kawempe Referral Hospital, Uganda Blood Transfusion Services (UBTS) and Uganda Virus Research Institute (UVRI).**

The Applications should be filled **ONLINE** at <https://hscers.ug> and submitted to the Secretary, Health Service Commission **not later than 6th May 2025.**

1. Applicants are advised to:

- a) Complete PSF 3 and keep it for future reference.
- b) Secure a scanned passport size photograph (JPEG format).
- c) Scan and attach only the relevant documents.
- d) Create an email address in case you do not have one.

2. Required Documents include the following:

- a) Academic and professional certificates (UCE, UACE, Professional Certificates, Diplomas, Degrees, Fellowships).
- b) Evidence of training in specialized areas where applicable.
- c) Letters of appointment, confirmation and promotion where applicable.
- d) Registration certificates and valid practicing licenses for Health Workers who are required by law to register with relevant Professional Councils.
- e) National and current Institutional Identity Cards.

When uploading, priority should be given to only the required documents as per the job specifications. Shortlisted applicants will have the opportunity to present additional relevant documents during interviews.

3. Application Process

- a) Visit the website <https://hscers.ug>
- b) Study the information about the Advert.
- c) Go to **“log-in”** and click register now. **If you are already registered, log-in with your registered details, update your profile where necessary and proceed to (d) and (e) below.**

- d) View the jobs by clicking simple search and search for a job.
- e) Select one job of your choice, click **APPLY NOW**, apply and upload all relevant documents and click **save application**.
- f) At the end of the application process, click **SUBMIT** in order to submit your application.

Detailed guidance on how to apply is provided on both the e-Recruitment System and Health Service Commission website.

4. It is emphasized that:

- a) The application should be completed and submitted **ONLINE**.
- b) Only shortlisted candidates will be contacted.**
- c) Shortlisted candidates shall, **where applicable**, be required to bring their original certificates, letters of appointment, three copies of completed PSF 3, Registration Certificates and Valid Practicing Licenses and evidence of active service, at the oral interview.
- d) Candidates who will present forged certificates and other documents shall be handed over to the Police for appropriate action.
- e) Health Workers who are on **long-term training** (one year and above) must not apply.

5. In case of need, you are advised to seek help from the Health Service Commission which will respond to inquiries by telephone on **0414-254378** or **0414-348501**, or email at ers.help@hsc.go.ug. In addition, you may also seek help from the Ministry of Health **or** the nearest National **or** Regional Referral Hospital Human Resource Unit.

All services of the Health Service Commission are provided free of charge and equal opportunity is given to all qualified applicants.

SUMMARY OF POSITIONS FOR EXTERNAL ADVERT NO. 1 OF APRIL 2025

I: ADVERTISED POSITIONS

S/N	POST	SCALE	MoH HQTS	MULAGO NDUJ	BUTABIKA	KAWEMPE	MBARARA	MASAKA	HOIMA	GULU	SOROTI	YUMBE	ARUA	FORT PORTAL	KAYUNGA	KABALE	CUFH-Naguru	LIRA	UBTS	UVRI	TOTAL	
1.	Deputy Executive Director	U1SE		1																		1
2.	Senior Consultant (General Surgery)	U1SE	1																			1
3.	Consultant (Paediatrics and Child Health)	U1SE									1											1
4.	Deputy Registrar (Uganda Nurses and Midwives Council)	U1E	1																			1
5.	Deputy Registrar (Uganda Allied Health Professionals Council)	U1E	1																			1
6.	Deputy Registrar (Pharmacy Board)	U1E	1																			1
7.	Assistant Commissioner (Tuberculosis and Leprosy)	U1E	1																			1
8.	Assistant Commissioner (Public Health Nursing)	U1E	1																			1
9.	Assistant Commissioner (Midwifery Services)	U1E	1																			1
10.	Assistant Commissioner (Clinical Nursing)	U1E	1																			1
11.	Assistant Commissioner (Human Resource Development)	U1E	1																			1
12.	Medical Officer Special Grade (Internal Medicine)	U2					1	2	2						2							7
13.	Medical Officer Special Grade (Dermatology)	U2		1																		1
14.	Medical Officer Special Grade (Family Medicine)	U2										1										1

S/N	POST	SCALE	MoH HQTS	MULAGO NDU	BUTABIKA	KAWEMPE	MBARARA	MASAKA	HOIMA	GULU	SOROTI	YUMBE	ARUA	FORT PORTAL	KAYUNGA	KABALE	CUFH-Naguru	LIRA	UBTS	UVRI	TOTAL	
15.	Medical Officer Special Grade (Emergency Medicine)	U2		1								1										2
16.	Medical Officer Special Grade (Orthopaedic Surgery)	U2							1													1
17.	Medical Officer Special Grade (Anaesthesia)	U2						1				1										2
18.	Medical Officer Special Grade (Psychiatry)	U2		1	4																	5
19.	Medical Officer Special Grade (Paediatrics and Child Health)	U2	1																			1
20.	Medical Officer Special Grade (Oral and Maxillofacial Surgery)	U2		2																		2
21.	Medical Officer Special Grade (Public Health)	U2									1											1
22.	Principal Institutional Development Officer	U2	1																			1
23.	Principal Public Health Veterinary Officer	U2	1																			1
24.	Principal Occupational Health Officer	U2	1																			1
25.	Principal Medical Officer	U2																			1	1
26.	Principal Pharmacist	U2		1																		1
27.	Senior Occupational Health Officer	U3	1																			1
28.	Senior Dental Surgeon	U3												1								1
29.	Senior Environmental Health Officer	U3	1																			1
30.	Senior Health Educator	U3	2																			2
31.	Senior Entomologist	U3	2																			2

S/N	POST	SCALE	MoH HQTS	MULAGO NDU	BUTABIKA	KAWEMPE	MBARARA	MASAKA	HOIMA	GULU	SOROTI	YUMBE	ARUA	FORT DODD'AT	KAYUNGA	KABALE	CUFH-Naguru	LIRA	UBTS	UVRI	TOTAL
32.	Senior Health Training Officer	U3	1																		1
33.	Senior Epidemiologist	U3	1																		1
34.	Senior Nursing Officer (Nursing)	U3																		1	1
35.	Senior Pharmacist	U3														1					1
36.	Blood Donor Recruiter	U4																	5		5
37.	Medical Officer	U4	10						2						4						16
38.	Anaesthetic Officer	U4													1						1
39.	Nursing Officer (ENT)	U4									2										2
40.	Biomedical Engineer	U4																	1		1
41.	Epidemiologist	U4	1																		1
42.	Nutritionist	U4	1																		1
43.	Senior Clinical Officer	U4								1											1
44.	Assistant Nursing Officer (Midwifery)	U5													15						15
45.	Assistant Nursing Officer (Nursing)	U5		14																	14
46.	Assistant Anaesthetic Officer	U5							1												1
47.	Orthopaedic Officer	U5									1		1								2

S/N	POST	SCALE	MoH HQTS	MULAGO NDU	BUTABIKA	KAWEMPE	MBARARA	MASAKA	HOIMA	GULU	SOROTI	YUMBE	ARUA	FORT BOPTAT	KAYUNGA	KABALE	CUFH-Naguru	LIRA	UBTS	UVRI	TOTAL
48.	Assistant Engineering Officer (Electrical)	U5											1					1			2
49.	Assistant Engineering Officer (Civil)	U5											1								1
50.	Radiographer	U5									1							1			2
51.	Dispenser	U5																1			1
52.	Senior Theatre Assistant	U6																1			1
53.	Theatre Assistant	U7																1			1
54.	Medical Records Assistant	U7		1		2														3	6
55.	Donor Clerk	U7																		10	10
56.	Enrolled Nurse	U7					9										3		15		27
57.	Medical Laboratory Assistant	U7															1		18		19
	Total		33	22	4	2	10	3	7	1	4	6	3	1	22	1	4	5	53	1	180

II: POSITIONS TO BE RE-ADVERTISED

S/N	POST	SCALE	MoH HQTS	MULAGO NDU	BUTABIKA	KAWEMPE	KIRUDDU	MBARARA	MASAKA	HOIMA	GULU	YUMBE	ARUA	FORT PORTAL	KAYUNGA	UBTS	KCCA	TOTAL	
1.	Senior Consultant (Obstetrics and Gynaecology)	U1SE	1																1
2.	Director, Public Health and Environment	KCCA3																1	1
	Total		1															1	2

DETAILED JOB DESCRIPTIONS AND PERSON SPECIFICATIONS

MINISTRY OF HEALTH – HEADQUARTERS

1.	Post:	Senior Consultant (Obstetrics and Gynaecology) – 1 Post (NGO Hospitals), Re-advertised
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1SE
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution.
	Experience:	At least nine (9) years as a Specialist, three (3) of which should be at the level of Consultant (Obstetrics and Gynaecology).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications in peer review journal(s) will be an added advantage. • Demonstrable qualities of leadership and integrity. • Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Diagnose, treat and manage medical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Hospital and its catchment area. c) Supervise and mentor Consultants, Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate continuing Professional Development (CPD) in his/her area of specialty for Health Professionals at the Hospital and its catchment area. f) Promote observance of the professional Codes of Conduct and Ethics by staff under him/her. g) Provide technical and professional advice in his/her area of specialty to Government and the Hospital. h) Carry out research in his/her area of specialty. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. k) Perform any other duties as may be assigned from time to time.
2.	Post:	Senior Consultant (General Surgery) – 1 Post (NGO Hospitals)
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1SE
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Surgery or its equivalent from a recognized University or Institution.
	Experience:	Applicants should have a working experience of not less than nine (9) years at a specialist level, three (3) of which must be in the area of Surgery at Consultant level.
	Other	<ul style="list-style-type: none"> • Proven record of research and publications in peer review journal(s) will be an

	Requirements:	<p>added advantage.</p> <ul style="list-style-type: none"> • Demonstrable qualities of leadership and integrity. • Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Diagnose, treat and manage medical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Regional Referral Hospital and its catchment area. c) Supervise and mentor Consultants, Medical Officers Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes of health workers and Students under him/her. e) Train and supervise Intern Doctors. f) Plan and coordinate Continual Professional Development (CPD) in his/her area of specialty for Health Professionals at the Regional Referral Hospital and the catchment area of the Hospital. g) Promote observance of the professional Codes of Conduct and Ethics by staff under him/or her. h) Provide technical and professional advice in his/her area of specialty to Government and the Regional Referral Hospital. i) Carry out research in his/her area of specialty. j) Carry out regional outreach services. k) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. l) Perform any other duties as may be assigned from time to time.
3.	Post:	Deputy Registrar (Uganda Nurses and Midwives Council) - 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Registrar (Uganda Nurses and Midwives Council)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Nursing or Midwifery from a recognized University or Institution • Master’s Degree in Nursing or Midwifery or Public Health or any health-related field from a recognized University or Institution. • Post-Graduate qualification in Administration or Management or Health Services Management from a recognized University or Institution.
	Experience:	At least nine (9) years’ experience, three (3) of which should have been at the level of Principal Officer in a reputable organization.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Provide technical leadership and guidance to Heads of Department and the Nursing fraternity b) Direct and control resources of Council to ensure efficiency and effectiveness c) Assist in strategic planning and direction of Council activities d) Co-ordinate the process of registration of nurses and midwives e) Monitor and ensure adherence to the professional standards of registration of nurses and midwives f) Liaise with Ministry of Health and other Ministries, Departments and Agencies to ensure effective health service delivery g) Supervise and appraise sub-ordinate staff

		h) Perform any other duties as may be assigned from time to time.
4.	Post:	Deputy Registrar (Uganda Allied Health Professionals Council) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Registrar (Uganda Allied Health Professionals Council)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Medical Radiology or Environmental Health or any other Allied Health Sciences from a recognized University or Institution. • Master’s Degree in Public Health • Post-graduate qualification in Administration or Management or Health Services Management.
	Experience:	At least nine (9) years’ experience, three (3) of which should have been at the level of Principal Officer in a reputable organisation.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Register Allied Health Professionals and manage provision of secretariat services – recording Minutes of Council Meetings and safe custody of Council records and documents.</p> <p>b) Implement Council decisions</p> <p>c) Maintain the register of all Allied Health Professionals</p> <p>d) Inspect and have full access, on behalf of the Board, to all Allied Health Units licensed under the Allied Health Professionals Act</p> <p>e) Conduct support supervision to ensure that Allied Health Professionals adhere to the professional code of conduct</p> <p>f) Provide adequate systems to enable the public submit complaints about Allied Health Professionals (e.g. hotlines, emails and complaint box/desk)</p> <p>g) Perform any other duties as may be assigned from time to time.</p>
5.	Post:	Deputy Registrar (Pharmacy Board) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Registrar (Pharmacy Board)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Pharmacy or its equivalent from a recognized University or Institution. • Master’s Degree in Pharmacy or Health Supply Chain Management. • Post-graduate qualification in Administration or Management or Health Services Management.
	Experience:	At least nine (9) years’ experience in the delivery of Pharmaceutical Services, three (3) of which should have been at the level of Principal Pharmacist in a reputable organisation.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Register pharmacy professionals and manage provision of secretariat services – recording Minutes of Council Meetings and safe custody of Council records and documents.</p> <p>b) Implement Council decisions</p> <p>c) Maintain the register of all pharmacy professionals in line with the Pharmacy Professionals Act and as guided by Council.</p>

		<p>d) Inspect and have full access, on behalf of the Board, to all Pharmacy Practice Units licensed under the Pharmacy Professionals Act</p> <p>e) Conduct support supervision to ensure that pharmacy professionals adhere to the professional code of conduct</p> <p>f) Provide adequate systems to enable the public submit complaints about pharmacy professionals (e.g. hotlines, emails and complaint box/desk)</p> <p>g) Perform any other duties as may be assigned from time to time.</p>
6.	Post:	Assistant Commissioner (Tuberculosis and Leprosy) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Commissioner (Communicable Diseases Prevention and Control)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Public Health or Community Health
	Experience:	At least nine (9) years' relevant experience, three (3) of which should have been at the level of Principal Medical Officer in a reputable organisation.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Develop a national plan for TB and Leprosy control</p> <p>b) Develop and disseminate policy and technical guidelines for tuberculosis and leprosy prevention and control to Districts and Referral Hospitals</p> <p>c) Manage the TB and Leprosy Control program</p> <p>d) Provide technical support related to TB and Leprosy control to Districts and Referral Hospitals</p> <p>e) Build capacity of District and Referral Hospital staff in TB and Leprosy control</p> <p>f) Supervise, coach and appraise subordinate staff</p>
7.	Post:	Assistant Commissioner (Public Health Nursing) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Commissioner (Nursing and Midwifery Services)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor's Degree in Nursing or Midwifery or equivalent from a recognized University or Institution. • Master's Degree in Public Health Nursing or Public Health. • Post-Graduate Qualification in Administration or Management or Health Services Management.
	Experience:	At least nine (9) years' experience in the delivery of public health nursing services, three (3) of which should have been at the level of Principal Nursing Officer.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Coordinate development, review and monitoring of implementation of public health nursing policies and procedures.</p> <p>b) Provide technical guidance in public health nursing services.</p> <p>c) Prepare Divisional strategies and work plans.</p> <p>d) Prepare Divisional budgets.</p> <p>e) Coordinate development, review and implementation of public health nursing Quality Assurance programs.</p> <p>f) Support training and capacity development of Public Health Nurses.</p>

		<p>g) Supervise, coach, mentor and appraise staff.</p> <p>h) Prepare and submit performance reports.</p> <p>i) Perform any other duties as may be assigned from time to time.</p>
8.	Post:	Assistant Commissioner (Midwifery Services) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Commissioner (Nursing and Midwifery Services)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Midwifery or its equivalent from a recognized University or Institution. • Master’s Degree in Midwifery or its equivalent from a recognized University or Institution. • Post-Graduate Qualification in Administration or Management or Health Services Management from a recognized University or Institution.
	Experience:	At least nine (9) years’ experience in the delivery of midwifery services, three (3) of which should have been at the level of Principal Nursing Officer.
	Other Requirements:	Strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Coordinate development, review and monitoring of implementation of policies and procedures on midwifery.</p> <p>b) Provide technical guidance in the delivery of midwifery services.</p> <p>c) Prepare Divisional work plans and strategies.</p> <p>d) Prepare and submit Divisional budgets.</p> <p>e) Coordinate development, review and implementation of midwifery Quality Assurance programs.</p> <p>f) Support training and capacity development of midwives.</p> <p>g) Supervise, coach and mentor and appraise staff.</p> <p>h) Prepare Divisional performance reports.</p> <p>i) Perform any other duties as may be assigned from time to time.</p>
9.	Post:	Assistant Commissioner (Clinical Nursing) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Commissioner (Nursing and Midwifery Services)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Nursing or its equivalent from a recognized University or Institution. • Master’s Degree in Nursing from a recognized University or Institution. • Post-Graduate Qualification (Diploma or Master’s Degree) in Administration or Management or Health Services Management from a recognized University or Institution.
	Experience:	At least nine (9) years, three (3) of which should have been at the level of Principal Nursing Officer in a reputable organization.
	Other Requirements:	<ul style="list-style-type: none"> • Result-oriented and have concern for quality and standards • Problem-solving and decision-making skills • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Provide leadership to the Nursing Division.</p> <p>b) Plan, coordinate, budget, monitor and evaluate nursing services for the Referral</p>

		<p>Hospital.</p> <p>c) Provide technical guidance and support supervision for effective delivery of nursing services.</p> <p>d) Monitor and evaluate nursing services.</p> <p>e) Allocate and account for resources.</p> <p>f) Initiate and review Nursing guidelines</p> <p>g) Enforce adherence to professional code of conduct and ethics.</p> <p>h) Provision of guidance for career development and training for Nurses.</p> <p>i) Plan and coordinate the implementation of quality assurances programmes for Nursing services.</p> <p>j) Promote research and innovation in Nursing.</p> <p>k) Manage the performance of staff in the Division.</p> <p>l) Perform any other duties as may be assigned from time to time.</p>
10.	Post:	Assistant Commissioner (Human Resource Development) – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1E
	Reports to:	Commissioner (Institutional Capacity Building and Human Resources for Health Development)
	Qualifications:	<ul style="list-style-type: none"> • MBChB or BDS or Bachelor’s Degree in Nursing or Bachelor’s Degree in any Allied Health Sciences from a recognized University or Institution. • Master’s Degree in Health Services Management or Health Systems Development or Public Health from a recognized University or Institution. • Post-Graduate qualification in Human Resource Planning and Development from a recognized University or Institution.
	Experience:	At least nine (9) years’ experience in the delivery of health care or teaching in Tertiary Health Training Institutions and management of health programs, three (3) of which should have been at the level of Principal Officer.
	Other Requirements:	
	Duties and Responsibilities:	<p>a) Develop policies and guidelines for Human Resource Development</p> <p>b) Review and document Human Resource Development gaps</p> <p>c) Develop plans and strategies for Human Resource Development</p> <p>d) Develop budgets and mobilise resources for Human Resource Development</p> <p>e) Develop and implement capacity building initiatives for Human Resource Development</p> <p>f) Prepare and submit performance reports for Human Resource Development</p> <p>g) Supervise, coach and appraise subordinate staff</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
12.	Post:	Medical Officer Special Grade (Paediatrics and Child Health) – 1 Post (NGO Hospitals)
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U2
	Reports to:	Consultant (Paediatrics and Child Health)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Paediatrics and Child Health or its equivalent from a recognized University or Institution.
	Other	Demonstrable qualities of leadership and integrity.

	Requirements:	
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
14.	Post:	Principal Institutional Development Officer – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U2
	Reports to:	Assistant Commissioner (Institutional Development and Systems)
	Qualifications:	<ul style="list-style-type: none"> • MBChB or BDS or Bachelor’s Degree in Nursing or Bachelor’s Degree in any Allied Health Sciences from a recognized University or Institution. • Master’s Degree in Health Services Management or Health Systems Development or Public Health from a recognized University or Institution. • Post-Graduate qualification in Human Resource Planning and Development from a recognized University or Institution.
	Experience:	At least six (6) years’ experience in the delivery of health care or teaching in Tertiary Health Training Institutions and management of health programs, three (3) of which should have been at the level of Senior Officer.
	Other Requirements:	Strong management, communication and interpersonal skills; plus, high integrity and community service ethic.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Develop policies and guidelines for institutional and systems development b) Review and document institutional and systems development gaps c) Monitor and evaluate implementation of plans and strategies for institutional and systems development d) Coordinate, implement and monitor training in the area of management and leadership for health practitioners e) Develop budgets and mobilise resources for institutional and systems development f) Execute specific change and organizational development initiatives g) Monitor and evaluate h) Develop and implement capacity building initiatives for institutional and systems development i) Prepare and submit performance reports for institutional and systems development j) Supervise, coach and appraise subordinate staff k) Perform any other duties as may be assigned from time to time.
15.	Post:	Principal Public Health Veterinary Officer – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U2

	Reports to:	Assistant Commissioner (Veterinary Health and Zoonosis)
	Qualifications:	<ul style="list-style-type: none"> • Bachelor's Degree in Veterinary Medicine from a recognized University or Institution • Post-Graduate Qualifications in Epidemiology or Public Health from a recognized University or Institution
	Experience:	At least six (6) years' experience controlling epidemics, complex emergencies and health disasters; three (3) of which should have been at the level of Senior Public Health Veterinary Officer.
	Other Requirements:	Strong management, communication and interpersonal skills; plus, high integrity and community service ethic.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Develop relevant policy and guidelines b) Participate in the development of relevant training manuals c) Develop and disseminate technical standards and guidelines to the Districts d) Maintain close coordination and cooperation with District Veterinary Departments; Ministry of Agriculture, Animal Industry and Fisheries; Research Institutions; Sector Working Groups and Development Agencies e) Offer technical support to Districts f) Monitor intervention activities g) Participate in the preparation of workplans for the section and division h) Perform any other duties as may be assigned from time to time.
16.	Post:	Principal Occupational Health Officer – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U2
	Reports to:	Commissioner, Community Health
	Qualifications:	<ul style="list-style-type: none"> • Bachelor's Degree in Occupational Health from a recognized University or Institution • Master's Degree in Public Health (with a bias in Occupational Health) from a recognized University or Institution
	Experience:	At least six (6) years' experience in Occupational Health Management, three (3) of which should have been at the level of Senior Occupational Health Officer in a reputable organisation.
	Other Requirements:	Strong management, communication and interpersonal skills; plus, high integrity and community service ethic.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in the development of draft laws and policies relating to occupational health b) Conduct occupational health and safety audits and inspection c) Investigate complaints from workers regarding unsafe work places d) Design programs to control, eliminate and prevent disease or injury related to work e) Conduct research on biological, chemical and radiological hazards f) Advise organisations/employers on areas not compliant with the law g) Conduct training on new occupational health regulations h) Advise stakeholders on standards for occupational health and on the cost and effectiveness of occupational health programs i) Provide advice and assistance in complex occupational health cases to medical advisers, senior nursing staff, human resource managers and the general public j) Perform any other duties as may be assigned from time to time.
17.	Post:	Senior Occupational Health Officer – 1 Post

	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3
	Reports to:	Principal Occupational Health Officer
	Qualifications:	Bachelor’s Degree in Occupational Health from a recognized University or Institution.
	Experience:	At least three (3) years’ experience in Occupational Health Management, three (3) of which should have been at the level of Occupational Health Officer in a reputable organisation.
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in the development of draft laws and policies relating to occupational health b) Conduct occupational health and safety audits and inspection c) Investigate complaints from workers regarding unsafe work places d) Design programs to control, eliminate and prevent disease or injury related to work e) Conduct research on biological, chemical and radiological hazards f) Prepare occupational health audit and compliance reports g) Inform organisations of areas not compliant with the law and advise management accordingly h) Advise stakeholders on standards for occupational health and on the cost and effectiveness of occupational health programs i) Support the development of occupational hygiene and safety measures and ensure that suitable and sufficient risk assessments and health surveillance screening are in place across the country j) Perform any other duties as may be assigned from time to time.
18.	Post:	Senior Environmental Health Officer – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3
	Reports to:	Principal Environmental Health Officer
	Qualifications:	Bachelor’s Degree in Environmental Health from a recognized University or Institution.
	Experience:	At least three (3) years’ experience as Environmental Health Officer in a reputable Organisation.
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Control environmental health hazards b) Provide technical support in the promotion and delivery of environmental health services c) Monitor implementation of environmental health activities at all levels d) Implement environmental health ordinances and by-laws e) Prepare and submit periodic reports on environmental health services f) Promote capacity building on environmental health services g) Supervise and appraise staff h) Perform any other duties as may be assigned from time to time.
19.	Post:	Senior Health Educator – 2 Posts
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3

	Reports to:	Principal Health Educator
	Qualifications:	Bachelor's Degree in Health Education or Public Health - Health Promotion or Bachelor of Science in Public Health from a recognized University or Institution.
	Experience:	At least three (3) years' experience as Health Educator in a reputable Organisation.
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Conduct health awareness among individuals, groups and communities and empower them to make health choices b) Prepare health education and promotion plans and materials c) Select, adopt and individualize patient education information for the general public and evaluate brochures, printed materials, video, tapes and external resources in light of age, culture, religious practices and language d) Implement public health emergencies' strategies and plans at community level through public health risk communication and community engagement approaches e) Generate ideas and approaches to solving public health challenges through innovative education and promotion initiatives, strategies and materials f) Identify health education needs in consultation with stakeholders g) Identify emerging trends in public health and provide information to stakeholders using innovative education materials h) Conduct community training sessions and workshops on preventive and promotive health care including in areas such as mental health, accident prevention and lifestyle diseases. i) Identify training needs arising from strategic and local agenda for people such as health workers, health volunteers in communities and the public j) Carry out research through social listening, monitoring and evaluation of health promotion and education activities k) Prepare and submit periodic reports l) Monitor the use of Primary Health Care resources for health promotion at the lower levels m) Perform any other duties as may be assigned from time to time.
20.	Post:	Senior Entomologist – 2 Posts
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3
	Reports to:	Principal Entomologist
	Qualifications:	Bachelor's Degree in Zoology and Botany or Zoology from a recognized University or Institution.
	Experience:	At least three (3) years' experience as Entomologist in a reputable organisation.
	Other Requirements:	Good communication and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Contribute to formulation of policy related to vectors and vector-borne diseases. b) Participate in developing programs for control of vectors and vector-borne diseases. c) Participate in designing and carrying out research in relevant fields d) Participate in coordinating capacity building. e) Prepare and submit periodic performance reports. f) Provide technical support to Districts and Referral Hospitals g) Supervise and appraise staff

		h) Perform any other duties as may be assigned from time to time.
21.	Post:	Senior Health Training Officer – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3
	Reports to:	Principal Health Training Officer
	Qualifications:	<ul style="list-style-type: none"> • MBChB or BDS or Bachelor’s Degree in Nursing or Bachelor’s Degree in any Allied Health Sciences from a recognized University or Institution. • Post-Graduate training in Public Health, Medical Education, Training/Development or related field is an added advantage.
	Experience:	At least six (6) years’ experience in health service delivery at the level of Officer or at least three (3) years’ experience as a Trainer at the level of Officer.
	Other Requirements:	Good communication and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Contribute to development of policy on continuing education b) Carry out training needs assessment for health workers c) Conduct training of District Health Teams d) Offer guidance on continuing education for health workers e) Coordinate and evaluate continuing education programmes f) Support curriculum development for continuing education g) Monitor and update database for health workers undergoing continuing education h) Perform any other duties as may be assigned from time to time.
22.	Post:	Senior Epidemiologist – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U3
	Reports to:	Principal Epidemiologist
	Qualifications:	<ul style="list-style-type: none"> • MBChB or Bachelor’s Degree in Nursing or Laboratory Science or Public Health or Environmental Health or Community Health or Clinical Epidemiology or equivalent from a recognized University or Institution. • Post-graduate qualification in Epidemiology or Environmental Health from a recognized Institution.
	Experience:	At least three (3) years’ experience at the level of an Epidemiologist in a reputable organization.
	Other Requirements:	Good communication and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Carry out data collection, entry, analysis and interpretation of notifiable and other communicable diseases b) Conduct research studies and make recommendations for public health intervention, prevention and control measures to deal with trends or findings c) Support investigation, identification and analysis of incidence prevalence, trends and causes of injuries or communicable, chronic, environmentally induced diseases and health emergencies d) Develop, review and evaluate disease or injury reporting and surveillance systems, advise stakeholders of important incidents and/or prevalence changes within reporting area. e) Communicate with healthcare providers, social service agencies, schools, Local Governments and the media concerning disease and injury investigation, prevention

		and control. f) Prepare investigation reports, statistical analysis and summaries on complemented epidemiological studies and evaluation. g) Train District Health Workers on epidemic preparedness, control and disease surveillance.
23.	Post:	Medical Officer – 10 Posts (NGO Hospitals)
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U4
	Reports to:	Senior Medical Officer or Medical Officer Special Grade
	Qualifications:	MBChB Degree or its equivalent from a recognized University or Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Participate in diagnosis, treatment and management of patients. b) Evaluate patients and refer them for specialized health care. c) Participate in the delivery of quality health care to patients. d) Participate in Outreach and Community Health Programmes. e) Participate in research activities. f) Participate in Continuing Professional Development Programmes. g) Promote observance of Professional Codes of Conduct and Ethics. h) Prepare and submit periodic reports i) Perform any other duties as may be assigned from time to time.
24.	Post:	Epidemiologist – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U4
	Reports to:	Senior Epidemiologist
	Qualifications:	<ul style="list-style-type: none"> • MBChB or Bachelor’s Degree in Nursing or Laboratory Science or Public Health or Environmental Health or Community Health or Clinical Epidemiology or equivalent from a recognized University or Institution. • Post-graduate qualification in Epidemiology or Environmental Health from a recognized Institution.
	Other Requirements:	Good communication and interpersonal skills and high integrity and a community service ethic.
	Duties and Responsibilities:	a) Design guidelines and protocols for surveillance activities and epidemiological studies. b) Implement epidemiological research protocols. c) Participate in training and providing tools to Health Workers involved in data collection. d) Supervise the implementation of surveillance activities. e) Implement operational research studies. f) Prepare and submit periodic reports. g) Oversee data collection, entry, analysis and interpretation of epidemic prone diseases. h) Train health workers on epidemic preparedness, control and surveillance. i) Investigate and respond to disease epidemics and disasters. j) Regularly assess the performance of staff. k) Perform any other duties as may be assigned from time to time.

25.	Post:	Nutritionist – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U4
	Reports to:	Senior Nutritionist
	Qualifications:	Bachelor of Science Degree in Nutrition or Food Science and Technology or Dietetics from a recognised University or Institution.
	Other Requirements:	<ul style="list-style-type: none"> • Good communication, counselling and interpersonal skills. • Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Participate in the management of the Hospital Nutrition Program. b) Participate in planning, budgeting, coordinating, monitoring and evaluating nutritional programmes in the Hospital. c) Manage and account for the allocated resources. d) Participate in the advocacy for Nutrition Programmes and in the provision of standards and guidelines. e) Participate in community outreach services for adequate nutrition. f) Prepare and submit periodic reports on nutrition programmes. g) Promote observance of the professional Codes of Conduct and Ethics by staff under him/or her. h) Perform any other duties as may be assigned from time to time.

MINISTRY OF HEALTH – REGIONAL REFERRAL HOSPITALS

1.	Post:	Consultant (Paediatrics and Child Health) – 1 Post (Soroti RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U1SE
	Reports to:	Senior Consultant (Paediatrics and Child Health)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Paediatrics and Child Health or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Medical Officer Special Grade (Paediatrics and Child Health).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her.

		<p>e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area.</p> <p>f) Plan, coordinate and conduct operational research in his/her area of specialization.</p> <p>g) Provide technical and professional advice in his/her area of specialization to Government and the RRH.</p> <p>h) Conduct national outreach services.</p> <p>i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization.</p> <p>j) Promote observance of Professional Code of Conduct and Ethics.</p> <p>k) Prepare and submit periodic reports.</p> <p>l) Perform any other duties as may be assigned from time to time.</p>
2.	Post:	Medical Officer Special Grade (Internal Medicine) – 7 Posts (Mbarara 1, Masaka 2, Kayunga 2 and Hoima 2)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2
	Reports to:	Consultant (Internal Medicine)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Internal Medicine or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>b) Plan and coordinate training programmes for Health Professionals under him/ her.</p> <p>c) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>d) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>e) Carry out research in his/her area of specialty.</p> <p>f) Prepare and submit periodic reports.</p> <p>g) Perform any other duties as may be assigned from time to time.</p>
3.	Post:	Medical Officer Special Grade (Family Medicine) – 1 Post (Yumbe RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2
	Reports to:	Consultant (Family Medicine)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Family Medicine or Community Practice or

		equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
4.	Post:	Medical Officer Special Grade (Emergency Medicine) – 1 Post (Yumbe RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2
	Reports to:	Consultant (Emergency Medicine)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Emergency Medicine or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Prepare and submit periodic reports. a) h) Perform any other duties as may be assigned from time to time.
5.	Post:	Medical Officer Special Grade (Anaesthesia) – 2 Posts (Yumbe and Masaka RRHs)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2

	Reports to:	Consultant (Anaesthesia)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Anaesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
8.	Post:	Medical Officer Special Grade (Orthopaedic Surgery) – 1 Post (Hoima RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2
	Reports to:	Consultant (Orthopaedic Surgery)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Orthopaedic Surgery or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
10.	Post:	Medical Officer Special Grade (Public Health) – 1 Post (Soroti RRH)

	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U2
	Reports to:	Consultant (Public Health)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Public Health or Master of Medicine Degree in Family Medicine and Community Practice from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her speciality, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Promote observance of Professional Codes of Conduct and Ethics. h) Prepare and submit periodic reports. i) Perform any other duties as may be assigned from time to time.
11.	Post:	Senior Dental Surgeon – 1 Post (Fort Portal RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U3
	Reports to:	Medical Officer Special Grade (Maxillofacial Surgery)
	Qualifications:	Bachelor’s Degree in Dental Surgery or its equivalent from a recognized University or Institution.
	Experience:	At least three (3) years’ experience as a Dental Surgeon in a reputable organisation.
	Other Requirements:	Good communication, interpersonal, team building and counseling skills.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Diagnose, treat and properly manage patients. b) Review and evaluate patients referred by Public Health Dental Officers. c) Carry out Oral/Dental Health education for patients and communities. d) Impart knowledge and skills to students and staff. e) Participate in research activities. f) Prepare and submit periodic reports. g) Supervise and appraise subordinate staff. h) Manage and account for allocated resources. i) Adhere to relevant Professional Codes of Conduct and Ethics

		j) Perform any other duties as may be assigned from time to time.
12.	Post:	Senior Pharmacist – 1 Post (Kabale RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U3
	Reports to:	Principal Pharmacist
	Qualifications:	Bachelor of Pharmacy or its equivalent from a recognized University or Institution.
	Experience:	At least three (3) years’ experience as a Pharmacist in a reputable organisation.
	Other Requirements:	Good communication, interpersonal, team building and counseling skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in planning, budgeting, monitoring and evaluation of Pharmacy Units. b) Assist in ensuring availability of drugs, maintain stock levels and advise Clinicians and other health professionals on prescriptions. c) Participate in preparation of medicines. d) Liaise with the National Drug Authority in ensuring that all medicines conform to prescribed standards. e) Liaise with relevant clinical units and wards to ensure that medicines are properly recorded and stored. f) Advise patients and communities on the proper use and storage of drugs. g) Participate in drugs and clinically related research. h) Impart knowledge and skills to students and staff. i) Promote observance of professional Codes of Conduct and Ethics by staff. j) Manage and account for allocated resources. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
13.	Post:	Nursing Officer (ENT) – 2 Posts (Yumbe RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U4
	Reports to:	Senior Nursing Officer
	Qualifications:	<ul style="list-style-type: none"> • BSc. Degree in Nursing or its equivalent from a recognized University or Institution. • Diploma in ENT from a recognized Institution.
	Other Requirements:	<ul style="list-style-type: none"> • Good communication, counseling and interpersonal skills. • Should have a patient-focused approach and pleasant personality.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Liaise with Wards/Units and Departments to provide quality health care in the area of specialty. b) Allocate duties to Nursing staff and students. c) Ensure smooth running of wards/units.

		<ul style="list-style-type: none"> d) Requisition supplies and drugs required by the Ward/Units and ensure their proper utilization. e) Ensure that equipment is secure, functional and well maintained. f) Train Nursing students. g) Conduct performance appraisal of the Nursing staff. h) Participate in Primary Health Care activities. i) Participate in research activities. j) Perform any other duties as may be assigned from time to time.
14.	Post:	Medical Officer – 6 Posts (Hoima RRH 2 and Kayunga RRH 4)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U4
	Reports to:	Medical Officer Special Grade
	Qualifications:	MBChB Degree or its equivalent from a recognized University or Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in diagnosis, treatment and management of patients. b) Evaluate patients and refer them for specialized health care. c) Participate in the delivery of quality health care to patients. d) Participate in Outreach and Community Health Programmes. e) Participate in research activities. f) Participate in Continuing Professional Development Programmes. g) Promote observance of Professional Codes of Conduct and Ethics. h) Prepare and submit periodic reports i) Perform any other duties as may be assigned from time to time.
15.	Post:	Anaesthetic Officer – 1 Post (Kayunga RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U4
	Reports to:	Senior Anaesthetic Officer
	Qualifications:	BSc. Degree in Anaesthesia or BSc. Degree in Anaesthesia and Critical Care or equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in clinical work and ensure proper management of patients. b) Liaise with Ward management in pre- and post-operative patient care. c) Ensure support supervision in theatres and that standards of anesthesia are maintained in the Hospital. d) Participate in the management of disaster situations and provide resuscitation services. e) Ensure that equipment is functional and well maintained. f) Promote the observance of the professional Code of Conduct and Ethics.

		g) Perform any other duties assigned from time to time.
16.	Post:	Senior Clinical Officer – 1 Post (Gulu RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U4
	Reports to:	Principal Clinical Officer
	Qualifications:	Diploma in Clinical Medicine and Community Health or its equivalent from a recognized Institution.
	Experience:	At least three (3) years' experience as a Clinical Officer.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Treat and ensure proper management of patients. b) Refer complicated cases to the Principal Clinical Officer. c) Liaise with other cadres in the Unit in the delivery of quality health care to patients. d) Participate in the implementation of primary health care activities. e) Participate in research activities. f) Participate in the collection of health data. g) Participate in teaching staff, patients and the public. h) Promote observance of Professional Codes of Conduct and Ethics. i) Prepare and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
17.	Post:	Assistant Nursing Officer (Midwifery) – 15 Posts (Kayunga RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U5
	Reports to:	Nursing Officer (Midwifery)
	Qualifications:	Diploma in Midwifery from a recognized Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients, register admissions, discharge patients and record deaths. b) Carry out antenatal care with emphasis of identifying high risk cases and refer them to Doctors. c) Provide care during labour with emphasis of keeping proper records, use of drugs and prevention of complications to mother and baby. d) Provide care during puerperium with emphasis on prevention of infection and advise on breast feeding and infant nutrition. e) Provide care in reproductive health clinics for women. f) Participate in bedside nursing procedures as a member of the caring team. g) Participate in Doctors ward rounds. h) Prepare patients for meals and participate in serving them. i) Keep patients comfortable and ensure a healthy environment. j) Participate in research activities. k) Impart knowledge and skills to students and staff. l) Adhere to the Professional Code of Conduct and Ethics. m) Prepare daily ward reports and hand-over to the incoming shift.

		n) Manage and account for allocated resources. o) Perform any other duties as may be assigned from time to time.
19.	Post:	Assistant Anaesthetic Officer – 1 Post (Hoima RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U5
	Reports to:	Anaesthetic Officer
	Qualifications:	Diploma in Anaesthesia from a recognized Institution.
	Other Requirements:	Must be a Clinical Officer or Registered Nurse/Midwife.
	Duties and Responsibilities:	a) Participate in clinical work and ensure proper management of patients. b) Liaise with Ward management in pre- and post-operative patient care. c) Participate in the management of disaster situations and provide resuscitation services. d) Ensure that equipment is functional and well maintained. e) Promote the observance of the Professional Code of Conduct and Ethics. f) Perform any other duties as may be assigned from time to time.
20.	Post:	Orthopaedic Officer – 2 Posts (Arua and Soroti RRHs)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U5
	Reports to:	Senior Orthopaedic Officer
	Qualifications:	Diploma in Orthopaedic Medicine or equivalent from a recognized Institution
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Participate in Clinical work and ensure proper management of patients. b) Care for and service Orthopaedic equipment regularly. c) Participate in research activities. d) Promote the observance of the Professional Code of Conduct and Ethics. e) Manage and account for allocated resources. f) Prepare and submit periodic reports. g) Perform any other duties as may be assigned from time to time.
21.	Post:	Assistant Engineering Officer (Electrical) – 2 Posts (1 Arua RRH & 1 Lira RRH)
	Reference:	HRM 72/173/01 – MoH/RRH

	Salary Scale:	U5
	Reports to:	Electrical Engineer
	Qualifications:	Diploma in Electrical Engineering or its equivalent from a recognized Institution.
	Other Requirements:	Good supervisory, analytical and report writing skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in installation, repair and maintenance of machinery and equipment in the Hospital. b) Participate in the servicing and repair of medical plants. c) Inspect and detect faulty equipment; correct the faults and/or recommend remedial action. d) Perform any other duties as may be assigned from time to time.
22.	Post:	Assistant Engineering Officer (Civil) – 1 Post (Arua RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U5
	Reports to:	Biomedical Engineer
	Qualifications:	Diploma in Civil Engineering or its equivalent from a recognized Institution.
	Other Requirements:	Good supervisory, analytical and report writing skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in civil construction, repair and maintenance of health infrastructure and equipment in the Hospital. b) Participate in servicing and repair of health infrastructure. c) Inspect and detect faulty infrastructure and equipment; correct the faults and or recommend remedial action. d) Compile and submit periodic reports. e) Perform any other duties as may be assigned from time to time.
23.	Post:	Radiographer – 1 Post (Soroti RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U5
	Reports to:	Senior Radiographer
	Qualifications:	Diploma in Radiography from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients and analyse their X-ray requests. b) Prepare X-ray equipment according to requests.

		<p>c) Liaise with Ward management in the preparation of patients for X-rays.</p> <p>d) Take X-ray pictures, process X-ray films and prepare reports for the Doctor or Clinical Officer.</p> <p>e) Maintain X-ray equipment.</p> <p>f) Promote the observance of the professional Codes of Conduct and Ethics.</p> <p>g) Prepare and submit reports.</p> <p>h) Manage and account for allocated resources,</p> <p>i) Perform any other duties as may be assigned from time to time.</p>
1.	Post:	Senior Theatre Assistant – 1 Post LIRA RRH
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U6
	Reports to:	Senior Nursing Officer
	Qualifications:	<ul style="list-style-type: none"> • Must have ‘O’ Level Certificate with at least passes in Biology/Health Science, Chemistry, Physics and English language. • Must have Certificate in Theatre Techniques or its equivalent from a recognized Institution.
	Experience:	<ul style="list-style-type: none"> • Must have served for three (3) years at the level of Theatre Assistant.
	Duties and responsibilities:	<p>a) Prepare theatre for operations.</p> <p>b) Assist the surgical team, before, during and after operations.</p> <p>c) Dispose of surgical waste safely.</p> <p>d) Impart knowledge and skills to Theatre Attendants.</p> <p>e) Promote the observance of the Codes of Conduct and Ethics.</p> <p>f) Perform any other duties as may be assigned from time to time.</p>
2.	Post:	Theatre Assistant - 1 Post LIRA RRH
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U7
	Reports to:	Senior Theatre Assistant
	Qualifications:	<ul style="list-style-type: none"> • Must have O’ Level Certificate. • Must have Certificate in Theatre Techniques or its equivalent from a recognized Institution.
	Duties:	<p>a) Prepare theatre for operations.</p> <p>b) Assist the surgical team, before, during and after operations.</p> <p>c) Dispose of surgical waste safely.</p> <p>d) Impart knowledge and skills to Theatre Attendants.</p> <p>e) Adhere to the relevant Codes of Conduct and Ethics.</p> <p>f) Perform any other duties as may be assigned from time to time.</p>
26.	Post:	Enrolled Nurse –12 Posts - (3 CUFH – Naguru) and (9 Mbarara RRH)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U7

	Reports to:	Assistant Nursing Officer (Nursing)
	Qualifications:	Certificate in Enrolled Nursing or Certificate in Enrolled Comprehensive Nursing from a recognized Institution.
	Other Requirements:	Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in a continuous nursing coverage on Wards/Units by receiving reports and effectively handing over to in-coming staff. b) Keep patients comfortable and ensure a clean and safe environment. c) Give out treatment as prescribed and carry out nursing procedures. d) Carry out observations, keep proper records and ensure their safe custody. e) Participate in ward rounds conducted by Clinicians. f) Receive patients, register admissions and discharges. g) Ensure that aseptic techniques are adhered to in the preparation procedures. h) Maintain close contact with patients. i) Ensure confidentiality. j) Carry out health education to patients and their attendants. k) Participate in Primary Health Care activities. l) Perform any other duties as may be assigned from time to time.
27.	Post:	Medical Laboratory Assistant – 1 Post (CUFH - Naguru)
	Reference:	HRM 72/173/01 – MoH/RRH
	Salary Scale:	U7
	Reports to:	Medical Laboratory Technician
	Qualifications:	Certificate in Laboratory Technology or its equivalent from a recognized institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Prepare laboratory reagents and stains for routine investigations. b) Carry out basic laboratory tests and submit reports to Clinicians. c) Participate in quality assurance for laboratories. d) Service equipment regularly. e) Follow safety measures against hazards. f) Requisition necessary supplies for laboratory work and keep record of stock. g) Adhere to professional Code of Conduct and Ethics. h) Manage and account for allocated resources. i) Prepare and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
28.	Post:	Medical Records Assistant – 2 Posts
	Reference:	HRM 72/173/36 – Kawempe RH
	Salary Scale:	U7
	Reports to:	Assistant Medical Records Officer
	Qualifications:	<ul style="list-style-type: none"> • Uganda Certificate of Education (UCE) with at least four (4) credit passes including

		<p>English Language or Uganda Advanced Certificate of Education (UACE) with at least one principal pass.</p> <ul style="list-style-type: none"> • Certificate in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized Institution. • Certificate in computer training is an added advantage.
	<p>Duties and Responsibilities:</p>	<ol style="list-style-type: none"> a) Register in-patients and out-patients. b) Keep records and information on patients. c) Direct patients to Clinics/Wards. d) Update the bed bureau with records or information. e) Retrieve files to Clinicians and Researchers. f) Participate in research activities. g) Impart knowledge and skills to Staff. h) Manage and account for financial and other resources. i) Promote adherence to professional Codes of Conduct and Ethics. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.

MULAGO NATIONAL REFERRAL HOSPITAL (MNRH)

1.	Post:	Deputy Executive Director – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U1SE
	Reports to:	Executive Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB or BDS or equivalent from a recognized University or Institution • Master of Medicine Degree in any discipline from a recognized University or Institution • Post-graduate qualification in Administration or Management or Health Services Management from a recognized University or Institution
	Experience:	At least fifteen (15) years’ professional experience in the Health Sector, three (3) of which should have been at senior management or Consultant level.
	Other Requirements:	<ul style="list-style-type: none"> • Evidence of health research published in leading scientific journals • Strong leadership, management, communication and interpersonal skills • National and international scientific reputation and ability to organize and motivate a multi-disciplinary team of high-calibre professionals
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Interpret and operationalize the Hospital Vision, Mission and Strategic Objectives b) Provide technical leadership and guidance to all Hospital specialisations and professionals and initiate and formulate policies designed to promote effective health service delivery in the Hospital c) Ensure the provision of viable health services in the Hospital d) Direct strategies aimed at ensuring high standards of health care e) Initiate and maintain collaborative links with national and international Departments and Organisations f) Coordinate research and planning at the Hospital g) Perform any other duties as may be assigned from time to time.
2.	Post:	Medical Officer Special Grade (Dermatology) – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U2
	Reports to:	Consultant (Dermatology)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Internal Medicine or its equivalent from a recognized University or Institution. • Evidence of training in Dermatology from a recognized Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals assigned to him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Prepare and submit periodic reports.

		h) Perform any other duties as may be assigned from time to time.
3.	Post:	Medical Officer Special Grade (Emergency Medicine) – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U2
	Reports to:	Consultant (Emergency Medicine)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Emergency Medicine or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/ her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of speciality.</p> <p>g) Prepare and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
4.	Post:	Medical Officer Special Grade (Psychiatry) – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U2
	Reports to:	Consultant (Psychiatry)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Psychiatry or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals assigned to him/her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of speciality.</p> <p>g) Prepare and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>

5.	Post:	Medical Officer Special Grade (Oral and Maxillofacial Surgery) – 2 Posts
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U2
	Reports to:	Consultant (Oral and Maxillofacial Surgery)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Maxillofacial Surgery or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals assigned to him/her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of specialty.</p> <p>g) Prepare and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
6.	Post:	Principal Pharmacist – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U2
	Reports to:	Assistant Commissioner, Pharmacy
	Qualifications:	<ul style="list-style-type: none"> • Bachelor of Pharmacy or its equivalent from a recognized University or Institution. • Master’s Degree in Pharmacy or Health Supply Chain Management.
	Experience:	At least six (6) years’ experience, three (3) of which should be at the level of Senior Pharmacist.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	<p>a) Plan, direct, budget, coordinate, monitor and evaluate work in the Pharmacy.</p> <p>b) Ensure quality preparation of medicine and infusions.</p> <p>c) Liaise with National Drug Authority in ensuring that all medicines conform to the prescribed standards.</p> <p>d) Ensure availability of medicines and maintain stock levels and advise clinicians and other health professionals on prescriptions.</p> <p>e) Liaise with ward management in ensuring that medicines are properly recorded and stored.</p> <p>f) Participate in developing and reviewing a National formulary.</p> <p>g) Impart knowledge and skills to staff and students.</p> <p>h) Ensure that staff adhere to the Professional Code of Conduct and Ethics.</p> <p>i) Manage and appraise the performance of staff.</p> <p>j) Manage and account for allocated resources.</p> <p>k) Prepare and submit periodic reports.</p> <p>l) Perform any other duties as may be assigned from time to time.</p>

7.	Post:	Assistant Nursing Officer (Nursing) – 14 Posts
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U5
	Reports to:	Nursing Officer (Nursing)
	Qualifications:	Diploma in Nursing or Comprehensive Nursing from a recognized Institution.
	Other Requirements:	
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients, register admissions, discharge patients and record deaths. b) Provide Nursing Care services to patients. c) Keep patients comfortable and ensure clean and safe environment. d) Ensure that aseptic techniques are observed. e) Participate in bedside nursing procedures as a member of the caring team. f) Participate in Doctors ward rounds. g) Prepare patient for meals and participate in serving them. h) Prepare daily Ward reports and hand over to in-coming shift. i) Participate in research activities. j) Impart knowledge and skills to students and staff. k) Manage and account for allocated resources. l) Adhere to the relevant Codes of Conduct and Ethics. m) Perform any other duties as may be assigned from time to time.
8.	Post:	Medical Records Assistant – 1 Post
	Reference:	HRM 72/173/29 – Mulago NRH
	Salary Scale:	U7
	Reports to:	Assistant Medical Records Officer
	Qualifications:	<ul style="list-style-type: none"> • Uganda Certificate of Education (UCE) with at least four (4) credit passes including English Language or Uganda Advanced Certificate of Education (UACE) with at least one principal pass. • Certificate in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized Institution. • Certificate in computer training is an added advantage.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Register in-patients and out-patients. b) Keep records and information on patients. c) Direct patients to Clinics/Wards. d) Update the bed bureau with records or information. e) Retrieve files to Clinicians and Researchers. f) Participate in research activities. g) Impart knowledge and skills to Staff. h) Manage and account for financial and other resources. i) Promote adherence to professional Codes of Conduct and Ethics. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.

BUTABIKA NATIONAL REFERRAL MENTAL HOSPITAL

1.	Post:	Medical Officer Special Grade (Psychiatry) – 4 Posts
	Reference:	HRM 72/173/33 – Butabika NRMH
	Salary Scale:	U2
	Reports to:	Consultant (Psychiatry)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Psychiatry or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties & Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals assigned to him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.

UGANDA BLOOD TRANSFUSION SERVICES (UBTS)

1.	Post:	Principal Medical Officer – 1 Post
	Reference:	HRM 72/173/26 – UBTS
	Salary Scale:	U2
	Reports to:	Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Post-graduate qualification in Public Health or Health Services Management, or Master of Medicine in Family Medicine and Community Practice from a recognized University or Institution. • Evidence of training in Blood Transfusion is an added advantage.
	Experience:	At least six (6) years' relevant experience, three (3) of which should have been at the level of Senior Medical Officer in a reputable organisation.
	Other Requirements:	Strong management, communication and interpersonal skills.
	Duties & Responsibilities:	<ol style="list-style-type: none"> a) Liaise with the Director UBTS on the implementation of the UBTS Policy Framework. b) Mobilize and recruit voluntary blood donors at the region. c) Ensure availability of sufficient and safe blood. d) Ensure proper management of blood donors. e) Impart knowledge on blood transfusion to staff at the region. f) Plan, budget, coordinate, monitor and evaluate blood transfusion services in Regional Blood Banks. g) Ensure conformity to established quality assurance standards. h) Initiate and participate in research activities. i) Establish and strengthen health information management systems. j) Compile and submit periodic reports. k) Supervise and appraise the Regional Blood Bank staff. l) Requisition, manage and account for allocated resources to the Regional Blood Bank. m) Ensure that equipment at the region is secure, safe, functional and well maintained. n) Ensure that staff adhere to Professional Codes of Conduct and Ethics. o) Perform any other duties as may be assigned from time to time.
2.	Post:	Blood Donor Recruiter – 5 Posts
	Reference:	HRM 72/173/26 – UBTS
	Salary Scale:	U4
	Reports to:	Senior Blood Donor Recruiter
	Qualifications:	Bachelors' Degree in Social Work and Social Administration or Development Studies or Social Sciences from a recognized University/Institution.
	Experience:	Experience in blood donor recruitment is an added advantage.
	Other Requirements:	Communication, team building, interpersonal, leadership and social mobilization skills.
	Duties & Responsibilities:	<ol style="list-style-type: none"> a) Organise session schedules; b) Implement the national policy on blood transfusion; c) Counselling and guidance

		<p>d) Give health educational talks before blood collection;</p> <p>e) Coordinate with community mobilisers during camp organisations;</p> <p>f) Ensure that teams are well facilitated in terms of logistics;</p> <p>g) Arrange for donor clubs, health educational and visits to headquarters;</p> <p>h) Prepare teams' weekly and monthly reports;</p> <p>i) Supervise all Blood Donor Recruiter's activities;</p> <p>j) Maintain Blood Donor Data Bank;</p> <p>k) Assist with donor care where necessary;</p> <p>l) Perform any other duties as may be assigned from time to time.</p>
4.	Post:	Biomedical Engineer – 1 Post
	Reference:	HRM 72/173/26 – UBTS
	Salary Scale:	U4
	Reports to:	Senior Bio-medical Engineer
	Qualifications:	Bachelor's Degree in Biomedical Engineering or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<p>a) Participate in the development of health sector infrastructure policy.</p> <p>b) Participate in the development of standards and guidelines related to health infrastructure.</p> <p>c) Produce tactical health infrastructure plans.</p> <p>d) Participate in overseeing health infrastructure development for Referral, District, NGO and Private Hospitals.</p> <p>e) Perform any other duties as may be assigned from time to time.</p>
6.	Post:	Donor Clerk – 10 Posts
	Reference:	HRM 72/173/26 – UBTS
	Salary Scale:	U7
	Reports to:	Blood Donor Recruiter
	Qualifications:	<ul style="list-style-type: none"> • 'O' Level Certificate with a Credit in English. • At least a Certificate in Computer Studies from a recognized Institution. • A Certificate in Secretarial Studies from a recognized Institution is an added advantage.
	Duties and Responsibilities:	<p>a) In charge of Donor Registration prior to donation.</p> <p>b) Take and record weight of prospective donors to ensure that they qualify.</p> <p>c) Account for Donor Awards.</p> <p>d) Prepare session summary forms indicating potential donors, units collected, award issues, blood history donor.</p> <p>e) Keep up to date donor register.</p> <p>f) Perform any other duties as may be assigned from time to time.</p>
7.	Post:	Medical Records Assistant – 3 Posts
	Reference:	HRM 72/173/26 – UBTS
	Salary Scale:	U7
	Reports to:	Assistant Medical Records Officer
	Qualifications:	<ul style="list-style-type: none"> • Uganda Certificate of Education (UCE) with at least four (4) credit passes including English Language or Uganda Advanced Certificate of Education (UACE) with at least one principal pass. • Certificate in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized

		Institution. • Certificate in computer training is an added advantage.
	Duties and Responsibilities:	a) Register in-patients and out-patients. b) Keep records and information on patients. c) Direct patients to Clinics/Wards. d) Update the bed bureau with records or information. e) Retrieve files to Clinicians and Researchers. f) Participate in research activities. g) Impart knowledge and skills to Staff. h) Manage and account for financial and other resources. i) Promote adherence to professional Codes of Conduct and Ethics. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
8.	Post:	Enrolled Nurse – 15 Posts
	Reference:	HRM 72/173/26 - UBTS
	Salary Scale:	U7
	Reports to:	Assistant Nursing Officer (Nursing)
	Qualifications:	Certificate in Enrolled Nursing or Certificate in Enrolled Comprehensive Nursing from a recognized Institution.
	Other Requirements:	Should have a patient-focused approach and pleasant personality.
	Duties and Responsibilities:	a) Carry out phlebotomy b) Provide nursing care services to blood donors c) Ensure safety of blood donors and a healthy environment d) Carry out health education among blood donors e) Monitor blood donors and keep proper records f) Package blood and ensure proper cold chain g) Clean blood collection equipment, maintain it and ensure proper storage h) Participate in research activities i) Manage and account for allocated resources j) Adhere to the Professional Code of Conduct and Ethics k) Any other duties as may be assigned from time to time.
9.	Post:	Medical Laboratory Assistant – 18 Posts
	Reference:	HRM 72/173/26 - UBTS
	Salary Scale:	U7
	Reports to:	Medical Laboratory Technician
	Qualifications:	Certificate in Laboratory Technology or its equivalent from a recognized institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Prepare laboratory reagents and stains for routine investigations. b) Carry out basic laboratory tests and submit reports to Clinicians. c) Participate in quality assurance for laboratories. d) Service equipment regularly. e) Follow safety measures against hazards. f) Requisition necessary supplies for laboratory work and keep record of stock. g) Adhere to professional Code of Conduct and Ethics. h) Manage and account for allocated resources. i) Prepare and submit periodic reports.

	j) Perform any other duties as may be assigned from time to time.
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KAMPALA CAPITAL CITY AUTHORITY (KCCA)

1.	Post:	Director, Public Health and Environment – 1 Post (Re-advertised)
	Reference:	HRM 72/173/12 – KCCA
	Salary Scale:	KCCA 3
	Reports to:	Executive Director
	Qualifications:	<ul style="list-style-type: none"> • Bachelor of Medicine and Bachelor of Surgery Degree or Bachelor of Dental Surgery Degree or equivalent from a recognized University or Institution. • Master’s Degree in Public Health or Master’s Degree in Environmental Health Management or Master’s Degree of Medicine with a Postgraduate qualification in Management or Master’s Degree of Engineering Sanitation with a Postgraduate qualification in Management or an equivalent with a Postgraduate qualification in Management from a recognized University or Institution. • Registration certificates and valid practicing licenses for health workers who are required by law to register with relevant Professional Councils or • Membership/Registration with relevant Professional Associations.
	Experience:	At least twelve (12) years’ working experience, three (3) of which should have been at the level of Commissioner or Head of Department in Government or a reputable organisation.
	Other Requirements:	Strategic thinking, leadership, team-work, communication and interpersonal skills.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Planning, developing and monitoring implementation of policies and procedures on public health and environment, epidemiology and disease control, regulatory frameworks and standards. b) Coordinating with various stakeholders and mobilizing local agencies to ensure participation in health service delivery and environment and well-being of the people in the city. c) Prescribing standards, coordinating health promotions and monitoring delivery of health services and environment in line with national regulations and laws. d) Monitoring implementation of standards to ensure effective management and sustainable use of the environment in line with national regulations and laws. e) Identifying and collaborating on cross-cutting issues on water and sanitation projects with other Directorates in KCCA to ensure that all issues are mainstreamed into water and sanitation programmes. f) Developing and implementing environment action plan for integration in the National Development Plan. g) Managing performance of staff in the Directorate of Health and Environment in accordance with KCCA performance management guidelines. h) Perform any other duties as may be assigned from time to time.

UGANDA VIRUS RESEARCH INSTITUTE (UVRI)		
1.	Post:	Senior Nursing Officer (Nursing) – 1 Post
	Reference:	HRM 72/173/30 - UVRI
	Salary Scale:	U3
	Reports to:	Principal Nursing Officer (Nursing)
	Qualifications:	BSc. Degree in Nursing or its equivalent from a recognized University/Institution.
	Experience:	At least three (3) years' experience as Nursing Officer (Nursing) in a reputable organization.
	Other Requirements:	Good management, communication, counseling and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> m) Plan, monitor and evaluate nursing activities. n) Liaise with Wards/Units and Departments to ensure provision of quality nursing services. o) Allocate duties to Nursing staff and students for smooth running of wards/units. p) Develop and implement nursing protocols q) Supervise, coach and mentor students and staff. r) Conduct performance appraisal of the Nursing staff. s) Prepare and submit reports t) Participate in research activities. u) Perform any other duties as may be assigned from time to time.