

JOINT CLINICAL RESEARCH CENTRE

JOB ADVERT



The Joint Clinical Research Centre (JCRC) is an indigenous medical organization that was established in 1991 as a limited liability not-for-profit Joint-venture between the Uganda Ministry of Health (MoH), Ministry of Defense and Makerere University Medical School (now Makerere University College of Health Sciences). JCRC is located on plot 101 Lubowa Hill Off Entebbe Road P.O. Box 10005 Kampala.

Joint Clinical Research Centre (JCRC) seeks to recruit competent, dynamic, motivated and innovative candidates for the following positions;

Job Title: Global Health Security Technical Advisor
Supervisor Title: Technical Director
Supervises: GHS Program Officers

Job Summary:

The Global Health Security Advisor will provide regional technical leadership for the prevention, detection and response to public health threats in the Acholi, Ankole, Kigezi and Lango regions including cross-border preparedness and response in the Democratic Republic of Congo (DRC) and South Sudan. S/he will work closely with the Ministry of Health, the Public Health Emergency Operations Centre (PHEOC), Regional Referral Hospitals, District Health Teams and Program Officers to ensure that regional and district-level work across the four regions is coherent, evidence-based and aligned with national priorities.

Duties and responsibilities

- Provide technical guidance for the Global Health Security (GHS) portfolio in line with Uganda's National Action Plan for Health Security (NAPHS).
- Work with GHS Program Officers and District Health Teams to develop district workplans.
- Support strengthening of Integrated Disease Surveillance and Response (IDSR), including indicator- and event-based surveillance, community-based surveillance through Village Health Teams (VHTs), and timely reporting through DHIS2 and the electronic IDSR (eIDSR) platform.
- Strengthen coordination among human health, animal health, wildlife and environment sectors to address zoonotic threats such as viral haemorrhagic fevers and anthrax.
- Support regional and district emergency preparedness including District Task Forces (DTFs) and rapid response teams.
- Strengthen infection prevention and control (IPC), case management, isolation capacity and risk communication and community engagement (RCCE) in supported districts.

- Support cross-border coordination mechanisms with DRC and South Sudan including joint district meetings, information-sharing and contact tracing.
- Strengthen screening and referral at designated points of entry on the DRC and South Sudan border.
- Coordinate with other partners in the region to support preparedness and response activities.
- Represent the program in national and regional technical working groups, regional and district coordination meetings and cross-border coordination forums.
- Ensure data quality and use for decision making.
- Develop GHS concept notes, implementation plans, budgets, technical briefs and activity reports as per stipulated timelines.
- Contribute documentation of best practices, success stories, abstracts and publications from the supported districts/regions.
- Perform any other duties as requested and assigned by the supervisor.

Qualifications and skills required

- Master's degree in Public Health, Epidemiology, Veterinary Public Health, Global Health or a related field
- At least 7 years of progressive experience in public health emergency preparedness and response, epidemiology or health security.
- Demonstrated experience with IDSR and outbreak response
- Experience in cross-border, refugee or humanitarian health programming is highly desirable
- Field epidemiology training is an added advantage
- Experience working with local government/districts and willingness to work upcountry.
- Excellent written, oral communication and presentation skills.
- Computer proficiency in Word, Excel and PowerPoint

Job Title: MNCH/Malaria Advisor

Reports to: Technical Director

Directly Supervises: None

Job Summary

The MNCH/Malaria Advisor will provide strategic and technical leadership for the design, implementation, monitoring, and quality improvement of Maternal, Newborn, and Child Health (MNCH) and Malaria interventions within the project. The position will support districts, health facilities, and community systems in improving service delivery, strengthening health outcomes, and achieving project milestones and deliverables.

Working closely with the Technical Director, the Ministry of Health, district local governments, implementing partners, and community structures, the Advisor will ensure the integration of MNCH and malaria services across the continuum of care while promoting evidence-based practices, quality improvement, and intervention sustainability.

The Advisor leads efforts to achieve project milestones under the Fixed Amount Award (FAA) mechanism by driving progress against MNCH/Malaria targets, strengthening health systems, improving service quality, and supporting sustainability through government ownership and capacity building.

Key roles and responsibilities

- Provide overall technical leadership for MNCH and malaria programming and lead the planning, implementation, and monitoring of approved MNCH/Malaria project activities
- Ensure implementation of national guidelines, policies, standards, and evidence-based interventions, including promoting integration of MNCH, malaria, HIV, nutrition, and community health interventions.
- Participate in the MNCH Technical Working Group; engage the Ministry of Health MNCH/Malaria departments, district health teams, implementing partners, and donors' MNCH community of practice.
- Spearhead development of master concepts, costed work plans, and Activity reports as per stipulated timelines.
- Track project implementation against agreed Fixed Amount Award (FAA) milestones, ensuring timely collection and verification of evidence, preparing milestone reports, and addressing bottlenecks with corrective action.
- Support implementation of high-impact interventions aimed at reducing maternal, neonatal, and child morbidity and mortality.
- Strengthen district and facility capacity to plan, implement, monitor, and sustain MNCH and malaria interventions.
- Support health facilities in improving service readiness, commodity management, and clinical service delivery for MNCH and Malaria, including promoting sustainable systems for service delivery improvement and accountability
- Support health workforce capacity development through virtual/ onsite CPDs, mentorship, coaching, and supportive supervision
- Lead the implementation of Continuous Quality Improvement (CQI) initiatives across supported facilities, including providing technical support in the use of data for decision-making and performance improvement
- Ensure timely completion of project activities within approved budgets, contribute to donor reporting requirements and project reviews.
- Track progress toward project milestones and deliverables, identify implementation risks affecting the achievement of milestones, and propose mitigation measures.
- Collaborate with the Monitoring, Evaluation, and Learning (MEL) team to track project performance, review and analyze routine service delivery data, and provide feedback to districts and facilities.
- Use data to identify implementation bottlenecks and recommend corrective actions, support data quality assessments, and implement corrective actions.
- Perform any other duties as assigned or coordinated by the supervisor

Key Performance Milestones

- Achieve 100% development and timely submission of quarterly MNCH/Malaria strategic milestone plans.
- Attain an index testing yield of at least 5% each quarter.
- Enroll 100% of the assigned target of eligible persons newly initiated on Pre-Exposure Prophylaxis (PrEP).
- Maintain Early Infant Diagnosis (EID) positivity at 0–2 months at $\leq 2.5\%$.
- Ensure more than 95% of maternal and perinatal deaths undergo review.
- Achieve 95% Measles-Rubella Immunization (MRI) campaign coverage.

Qualifications and experience

- Bachelor's degree in Medicine and Surgery (MBChB) or Bachelor of Science in Nursing from a recognized University and fully registered with the relevant professional body; a Master's degree in Public Health, Obstetrics and Gynecology, or Pediatrics is an added advantage.
- A minimum of five (5) years of recent, relevant work experience in providing technical oversight leadership to large-scale MCH/Malaria interventions within MoH structures and systems.
- Willingness to work and travel extensively in rural settings across Uganda.
- Excellent written, oral communication, and presentation skills.
- Strong interpersonal skills and the ability to build effective working relationships with government, donor, and community stakeholders.
- Sound analytical and problem-solving skills, with close attention to data quality and use.
- Computer proficiency in Word, Excel, and PowerPoint

Position: Senior Program Officer

Reports To: DBT Manager

Directly Supervises: Community & PSS Officers, MEOs, MEL assistants, Finance Officer tagged to district team

Job Summary

The Senior Program Officer works with the DBT Manager and under the technical oversight of technical leads to ensure achievement of milestones through support continuity of prioritized lifesaving HIV/TB, maternal and child health (MCH), and continuous quality improvement (CQI) services within the assigned district. Working closely with the District Health Team (DHT) and health facilities, the position ensures that MCH and HIV/TB testing and treatment activities remain aligned with milestones assigned to JCRC, the Districts, the Government of Uganda, and project/donor priorities. The role coordinates district and project teams in the assigned district based teams, provides peer-to-peer technical support, ensures compliance with donor requirements.

Duties and responsibilities

- Serve as team lead for the district-based team within the assigned district (s), leading implementation of project activities across assigned districts.
- Provide strategic direction to ensure integration of TB, HIV, MNCH, nutrition, and community health interventions.
- Support annual, quarterly, and monthly work planning, aligning project objectives with national health priorities and donor expectations.
- Develop strategies to accelerate achievement of program targets and milestones.
- Lead planning and tracking of approved project milestones and deliverables; ensure verification packages are complete, accurate, and submitted on time.

- Coordinate collection of evidence for milestone achievement and monitor progress toward payment-linked deliverables, recommending corrective action where necessary.
- Support risk identification documentation and mitigation to avoid milestone delays.
- Support TB case finding, screening, diagnosis, treatment initiation, adherence monitoring, treatment completion, and TB preventive therapy (TPT); ensure infection prevention and control.
- Provide onsite technical support for HIV prevention, PMTCT, adult and pediatric HIV services, testing, linkage to care, treatment, viral load monitoring, retention, and differentiated service delivery models.
- Strengthen antenatal, delivery, postnatal, newborn, immunization, nutrition, and child survival services; support quality improvement to reduce maternal, neonatal, and child morbidity and mortality.
- Coordinate community-based TB/HIV and MCH activities (CAST Plus, ICHD) and support community mobilization and health education campaigns.
- Provide technical supervision and mentorship to district program teams; coordinate skills-building for health workers and community-based providers.
- Develop institutional capacity-strengthening plans and facilitate continuous professional development and supportive supervision.
- Oversee monitoring of project performance indicators and ensure high-quality data collection, validation, analysis, and utilization.
- Conduct periodic data quality assessments and performance reviews.
- Lead preparation of monthly, quarterly, semi-annual, and annual reports; support learning documentation and dissemination of best practices for the cluster assigned.
- Maintain effective collaboration with District Local Governments and other implementing partners in the assigned district.
- Represent the project at district technical working groups, review meetings, and coordination forums; support advocacy for sustainability of project interventions.
- Lead implementation of continuous quality improvement approaches and health facility performance improvement initiatives.
- Strengthen referral systems and continuum-of-care models; promote data use for decision-making at facility and district levels.
- Support development and monitoring of activity budgets; track expenditure against approved budgets and ensure efficient utilization of project resources.

- Ensure compliance with donor regulations, organizational procedures, and government/national policy requirements.
- Monitor implementation risks and develop mitigation measures; support internal and external audits, assessments, and evaluations.
- Perform any other duties as assigned or coordinated by the supervisor.

Key performance milestones

- Achieve 100% development and timely submission of district implementation milestone plans.
- Achieve 100% of quarterly TB case-finding targets through screening of individuals at mapped hotspots using portable digital X-ray services.
- Achieve a Drug-Susceptible TB (DS-TB) treatment success rate of $\geq 88\%$.
- Achieve a successful treatment outcome rate of $\geq 90\%$ for RR-TB and/or MDR-TB patients in tracked cohorts.
- Ensure at least 80% of eligible PLHIV are initiated on TB Preventive Treatment (TPT).
- Attain an index testing yield of at least 5% each quarter.
- Enroll 16,369 individuals newly initiated on Pre-Exposure Prophylaxis (PrEP).
- Maintain treatment interruption among ART clients below 2% of all patients receiving ART.
- Ensure at least 95% of People Living with HIV (PLHIV) remain active on ART.
- Ensure Viral Load (VL) coverage of at least 95% among eligible clients.
- Achieve viral suppression of at least 95% among ART clients with documented viral load results.
- Achieve viral suppression of at least 85% among children under 15 years with documented viral load results.
- Maintain maternal viral suppression at $\geq 95\%$.
- Maintain Early Infant Diagnosis (EID) positivity at 0–2 months at $\leq 2.5\%$.
- Ensure at least 80% of eligible HIV-Exposed Infants (HEI) receive EID (DNA-PCR) testing by 2 months of age.
- Ensure more than 95% of maternal and perinatal deaths undergo review.
- Achieve 95% Measles-Rubella Immunization (MRI) campaign coverage.
- Achieve at least 80% pass rate in CHEW Competency Assessments.
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- Achieve 95% Measles-Rubella Immunization (MRI) campaign coverage.
- Achieve at least 80% pass rate in CHEW Competency Assessments.

Qualifications, Skills and Experience

- Degree in Medicine or Nursing; training in Public Health or Project Management is an added advantage.
- At least 5 years of experience working with donor-funded HIV/TB/MCH programs.
- Experience working with local government/districts and willingness to work upcountry.
- Excellent command of data analytics and use of data for decision-making.
- Excellent written, oral communication, and presentation skills.
- Ability to develop activity plans and budgets.
- Computer proficiency in Word, Excel, and PowerPoint.

Job Title: Program Officer

Reports: District-Based Teams Manager

Position Summary

The Program Officer, Global Health Security will work with the District Health Team and the district-based program teams to implement Global Health Security activities in the assigned district(s). S/he will work closely with the District Health Officer, the District Surveillance Focal Person, health facility in-charges, Village Health Teams to implement activities that strengthen prevention, early detection and response to outbreaks including cross-border preparedness and response for BEVD in the Democratic Republic of Congo (DRC) and South Sudan.

Duties and responsibilities

- Work with the District Health Officer, District Surveillance Focal Person and District Health Team to develop, implement and monitor GHS workplans and budgets for the district(s).
- Support the District Task Force (DTF) to hold regular meetings and to update district contingency and emergency preparedness and response plans and readiness assessments.
- Coordinate with other partners and local government departments (veterinary, environment) at district level.
- Support health facilities and Village Health Teams (VHTs) in indicator and event-based surveillance, alert verification, and timely weekly (eIDSR/DHIS2) reporting.
- Strengthen data quality, analysis and use at district and facility level to guide early action.

- Support rapid response team readiness, outbreak investigations, contact tracing and line listing during outbreaks.
- Strengthen IPC, triage, isolation and case management capacity in health facilities and designated treatment or isolation units.
- Coordinate risk communication and community engagement (RCCE) working with VHTs, local, cultural and religious leaders.
- Support implementation of cross-border activities including joint meetings, information sharing, alert notification and joint investigations.
- Support screening, referral and reporting at designated points of entry in the district.
- Conduct mentorship and skilling for health workers, VHTs and DTF members on IDSR, IPC, RCCE, case definitions and reporting.
- Contribute documentation of best practices, success stories and lessons learned from the supported district(s).
- Perform any other duties as requested and assigned by the supervisor.

Required Qualifications

- Bachelor's degree in Medicine, Nursing, Public Health, Environmental Health, Veterinary Medicine, Biomedical Sciences or a related field (Master's in Public Health is an added advantage)
- At least 3 years of experience in public health programming, surveillance, outbreak response or community health, preferably at district level in Uganda
- Working knowledge of IDSR, the district health system and Uganda's outbreak response structures
- Experience working in border, refugee or humanitarian settings is an added advantage
- Training in field epidemiology (FETP-Frontline or equivalent), IPC or emergency management is an added advantage
- Experience working with local government/districts and willingness to work upcountry
- Excellent written, oral communication and facilitation skills
- Computer proficiency in Word, Excel and PowerPoint

Job Title: Community & PSS Officer

Reports To: Senior Program Officer

Position Purpose

The Community and PSS Officer with technical oversight of the Community & PSS Advisor will work with the district leadership, facility & Community teams to achieve Activity milestones through the provision of lifesaving HIV/TB & MNCH community and PSS services to all eligible PLHIV and TB patients in care at supported sites within the assigned district (s) in Acholi, Ankole, Kigezi and Lango JCRC sub regions.

Key Duties and Responsibilities

- Work with the district/site teams in the planning and implementation of integrated community interventions for provision of targeted HIV Testing, Quality Care & Treatment, PMTCT/EID, and TB services.

- Work with the on-site community health workers to implement targeted HIV case finding interventions (ICT/APN, SNS) at facility and community leveraging CHEWs and existing community structures.
- Work with the on-site health workers & community health workers to sustain a robust appointment keeping & Return to Care systems, Client literacy, Contact Tracing, Community TB screening and treatment continuity for all TB and PLHIV on treatment at supported DTUs.
- Support peer/CHEWs-led ART literacy, adherence and psychosocial support, and age-appropriate disclosure support for children and their caregivers, including intensive adherence counselling, to improve viral suppression particularly among children and men.
- Work with the District health teams to coordinate skilling of Community Health Extension Workers (CHEWs) in the prioritized district(s) and CHEWs performance tracking in trained districts.
- Work with the on-site Community health workers in the implementation of integrated facility and Community PSS interventions and Sputum monitoring/treatment completion among TB patients.
- Participate in the provision of screening services at facility and Community level.
- Support peer/CHEWs-led literacy for TB & MNCH services and support screening for these services for eligible clients at supported sites.
- Develop customized concepts, costed plans, and develop reports as per stipulated timelines.
- Participate in routine community data collection, data analysis, performance review and data use to inform quality improvement initiatives for community services and Psychosocial Support.
- Work with Peer educators to ensure provision of Psychosocial support for Adults, CALHIV, PMTCT and TB services.
- Documentation of promising practices & success stories in provision of HIV/TB community & PSS services.
- Support CHEWs mentorship, performance review and eCHIS reporting at site level.
- Support facility and community viral load bleeding initiatives, including holiday programs for children and adolescents, at supported sites.
- Support implementation of the Routine Client Satisfaction Feedback Initiative (RCSFI) at site level.
- Perform any other duties assigned by the supervisor.

Key Performance Milestones

- Sustain achievement of index testing positivity rate $\geq 4\%$ following consent and voluntary individual participation in index testing.
- PrEP screening & Initiation to achieve 85% of individuals newly enrolled on PrEP.
- Ensure line-listing of children aged 12-23 months who are eligible to receive one dose of a measles containing vaccine (MR1) to achieve 85%.
- Proportion of eligible PLHIV / household TB contacts initiated on TB Preventive Treatment (TPT) target 80%.
- Support EDD cohort tracking and follow up for timely 1st PCR at 4-6 week to achieve $>75\%$.

- Ensure the patients on treatment who experience interruption is less than 2% of all patients on ART.
- Ensure TB literacy, appointment tracking for TB treatment adherence and sputum monitoring to achieve $\geq 88\%$ TSR.
- Ensure VL appointment tracking for timely VL bleeding to achieve $\geq 95\%$ viral load coverage rate.
- Support Intensive Adherence Counselling and Support for non-suppressed PLHIV on ART to ensure ($\geq 95\%$) are with a documented viral load result are virally suppressed.
- Support Intensive Adherence Counselling and Support for non-suppressed Children <15 on ART to ensure ($\geq 95\%$) are with a documented viral load result are virally suppressed.
- Support Intensive Adherence Counselling and Support for non-suppressed PMTCT mothers to ensure ($\geq 95\%$) are with a documented viral load result are virally suppressed.
- Support Appointment tracking for PLHIV eligible for TPT to ensure ($\geq 80\%$) are initiated on TB preventive treatment.
- Ensure CHEWs mobilisation and CHEWs competency assessment ($\geq 80\%$ passing) for districts undergoing CHEWs training.

Required Qualifications

- Hold a Bachelor's degree in Social Sciences or Community Development or Community Health or Nursing.
- Possession of a postgraduate degree in Public Health, Sociology or Community Health would be an added advantage.
- At least three years' experience in recent work in HIV/TB donor program at district and community level.
- Excellent written and verbal communication or people skills.
- Excellent written, oral communication and presentation skills.
- Computer proficiency in word, excel and power point.