

Qualifications and skills required

- Bachelor's degree in Statistics, Biostatistics, Public Health, Epidemiology, Quantitative Economics, Health Informatics, Monitoring and Evaluation, or another relevant quantitative, health, or social science discipline. Post graduate training in Monitoring, Evaluation, and Learning will be an added advantage.
- A master's degree in Statistics, Biostatistics, Public Health, Computer science, Epidemiology, Monitoring and Evaluation, Health Informatics, Population Studies, Economics, or another relevant field is highly desirable.
- At least seven (7) years of progressively responsible professional experience in monitoring, evaluation, and learning, preferably supporting large, complex donor-funded public health, health systems strengthening, HIV/AIDS, TB, malaria, laboratory, surveillance, or global health security programs. Experience supporting U.S Government-funded programs, particularly PEPFAR, USAID, DoD/DHAPP, or similar international development programs, will be a strong advantage.
- Knowledge and experience with public health, especially HIV/AIDS, data management in Uganda, including data entry and cleaning, data analysis and reporting
- Excellent and practical understanding of PEPFAR Uganda reporting experience is a requirement
- Demonstrated ability to manage time and meet strict deadlines
- Knowledge of epidemiology and evaluation research methods (qualitative and quantitative)
- Demonstrated practical understanding of Ministry of Health data systems (e.g UGEMR, eAFIA, HMIS, DHIS2, Digital register)
- Computer proficiency in MS Word, PowerPoint, MS Excel, and competency in statistical and data analysis/visualization software Tableau/PowerBI, ArcGIS 10
- Ability to work independently with minimal supervision, ability to work under pressure
- Ability to fully grasp the complexity of data management
- The candidate will have a strong understanding of databases and data analysis skills
- Tech-savvy and possess excellent troubleshooting skills
- Good analytical thinking and ability to interpret public health and epidemiological data.
- Excellent interpersonal, teamwork, mentoring, written and oral communication skills
- Must be a Ugandan National

Job Title: Monitoring and Evaluation Officer

Reports to: Monitoring and Evaluation Advisor

Directly Supervises: None

Job Summary

The Monitoring Evaluation and Learning (MEAL) Officer will carry out the Monitoring and Evaluation function of Project in the respective assigned facilities by overseeing data collection, quality and reporting for the program as guided by DoW and DHAPP. The incumbent will work towards coordinated and efficient efforts in implementing strong data management processes to measure progress towards attainment of community and site targets. Under the leadership of the Monitoring and Evaluation Advisor MEAL Officer will work with the project and facility team members, the health facility data clerks, to ensure that clean and complete project data is collected weekly, monthly, quarterly, semi-annually and annually is collected and reported in a timely manner in the respective data management systems. He/she

will implement strategies for improved data demand and utilization at facility and district level for improved program performance.

Duties and responsibilities

- Ensure timely, complete, and consistent collection, reporting, and submission of PEPFAR MER and other required health data from all supported health facilities into the national DHIS2 and other approved project and Ministry of Health reporting systems, in accordance with established reporting timelines and data quality standards. Strengthen health facility data collection, quality, analysis, and use for micro planning and decision-making, through training and supportive supervision.
- Support the preparation of quarterly performance reviews, including data compilation, analysis and interpretation, development of performance review presentations, documentation of key findings and action points, and drafting of quarterly and other routine project reports.
- Train, mentor, and coach data clerks and relevant health facility staff to effectively use and link EMR and MOH DHIS2 data systems to generate accurate, complete, and timely PEPFAR-required data for reporting.
- Support the role out and implementation of eAFYA and the e-registers into the supported project facilities.
- Training and support the facilities in data management systems, including DHIS2, data entry, generating data queries, data visualizations, pivot tables, DHIS2 data validation rules and analysis, report management, district/facility dashboards, etc
- Technical support to facility data staff on use of e-registers and monthly and quarterly HMIS reports generation from registers
- Facilitate the interpretation and use of M&E data, through the quarterly facility level review meetings between the project and health care workers
- Facilitate implementation of capacity building through workshops and on the job trainings on HMIS strengthening, data collection and reporting, conducting data quality audits and subsequent data quality improvement for data clerks and the health workers
- Troubleshoot data-related problems, work to reconcile/clean inconsistencies in weekly, monthly, quarterly data reports from project-supported health facilities in DHIS2.
- Ensure utilization of standard operating procedures and data collection tools, systems, guidelines ensure harmonized data collection approaches across supported facilities and districts
- Support the planning and implementation of operational research, assessments and other learning activities, including development of data collection tools, data management and analysis, documentation of findings, and dissemination and use of evidence to inform programme improvement and decision-making.
- Provide technical support to data clerks at the facilities ensure high-quality record keeping at health facilities
- Provide technical support to data clerks at the facilities ensure on-time data entries into patient electronic medical records system (EMR)
- Provide onsite support in the maintenance, troubleshooting of the patient level Electronic Medical Record (EMR)/data bases at the supported sites
- Utilize the approved tools and processes for data visualization and use
- Respond to requests for standard and ad hoc data reports as required in a timely manner
- Work closely with cluster teams to consolidate facility work plans, focusing on meeting data and analytical needs
- Represent JCRC in facility technical and programmatic meetings

- Any other duties as per project demands

Qualifications and skills required

- Bachelor's degree in Statistics, Business Statistics, Public Health, epidemiology, Population Studies, Quantitative economics or another related field. Additional training, certificate or qualification in monitoring and evaluation (M&E) is an added advantage
- Minimum of 3 years of progressive experience in M&E for international donor funded public health projects, preferably USG
- Knowledge and experience with public health, especially HIV/AIDS, data management in Uganda, including data entry and cleaning, data analysis and reporting
- Excellent and practical understanding of PEPFAR Uganda reporting Systems
- Demonstrated ability to manage time and meet strict deadlines
- Knowledge of epidemiology and evaluation research methods (qualitative and quantitative)
- Demonstrated practical understanding of Ministry of Health data systems (e.g UGEMR, HMIS, DHIS2, eAFYA, e-register)
- Computer proficiency in MS Word, PowerPoint, MS Excel, and competency in statistical and data analysis/visualization software Tableau/PowerBI, ArcGIS 10
- Ability to work independently with minimal supervision, ability to work under pressure
- Ability to fully grasp the complexity of data management
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Position: Continuous Quality Improvement (CQI) Advisor

Reports To: Director Monitoring and Evaluation

Directly Supervises: None

Job Summary

The Continuous Quality Improvement and Research Advisor will provide technical leadership for the design, implementation, and institutionalization of Continuous Quality Improvement (CQI), implementation research, and operational research activities across the DHAPP project. The Advisor will work closely with the Director of MEL, technical advisors, project leadership and health teams to establish and strengthen systematic, data-driven approaches for identifying performance gaps, analysing root causes, implementing improvement interventions, monitoring results, and scaling successful practices.

The position will support the integration of CQI across priority clinical, laboratory, community, digital health, supply chain, infection prevention and control, and health systems interventions. The Advisor will use structured quality improvement approaches, including performance reviews, quality assessments, clinical and systems audits, root cause analysis, Plan-Do-Study-Act (PDSA) cycles, and other appropriate methodologies to improve service delivery, programme performance, and health systems outcomes.

Duties and responsibilities

Continuous Quality Improvement and Performance Improvement