

- Ensure implementation of robust backup, disaster recovery, and business continuity arrangements, including routine backup processes, recovery procedures, and documented restoration testing for critical systems and data.
- Build the capacity of Project personnel and project teams in database administration, digital systems management, interoperability, data governance, cybersecurity, and appropriate use and maintenance of digital systems.
- Lead digital systems transition and sustainability planning, including progressive transfer of system administration, technical documentation, governance responsibilities, security functions, and operational ownership to designated project structures in line with project transition milestones and sustainability objectives.

Required Qualifications

- Master's degree in health informatics, Computer Science, Information Systems, Information Technology, Software Engineering, Data Science, or another relevant field.
- Bachelor's degree in computer science, Information Technology, Information Systems, Software Engineering, Health Informatics, or another related discipline.
- At least eight (8) years of progressively responsible experience in digital health, health informatics, database management, enterprise information systems, information technology, or digital transformation.
- Demonstrated experience leading the design, implementation, or strengthening of large-scale information systems, preferably within public health, government, or other complex institutional settings.
- At least five (5) years of experience providing technical leadership or supervising multidisciplinary teams working in software development, database management, information systems, cybersecurity, or related areas.
- Demonstrated experience in database systems, enterprise data infrastructure, digital health systems, interoperability, analytics, or health information systems.
- Experience with information security, data governance, access management, backup, disaster recovery, or business continuity systems.
- Experience developing technical specifications, system requirements, procurement documentation, or implementation plans for ICT and digital infrastructure.
- Strong analytical, problem-solving, project management, communication, technical writing, and stakeholder engagement skills.

Job Title: Software Developer

Reports To: Database Administrator

Position Purpose

The Software Developer will provide technical expertise in the design, development, customization, integration, deployment, and maintenance of digital applications and software solutions supporting the DHAPP-Project Partnership for Resilient Military Health Systems.

Working under the supervision of the Database and Digital Systems Advisor, the Software Developer will support the development and strengthening of digital health applications, data management and reporting tools, interoperability solutions, dashboards, automation tools, and other approved digital platforms supporting HIV, TB/HIV, laboratory services, epidemiological surveillance, quality improvement, programme monitoring, and health systems strengthening.

The Software Developer will work closely with project technical teams, MEL staff, the Cybersecurity Specialist, project ICT personnel, and end users to ensure that digital solutions are user-centred, secure, interoperable, reliable, and aligned with the project's digital architecture and long-term Project ownership and sustainability objectives.

Key Duties and Responsibilities

- Participate in requirements gathering, business process analysis, and system design to ensure that digital solutions respond to programme, operational, and user needs.
- Design, develop, customize, test, and deploy web-based, mobile, and other approved software applications supporting health service delivery, laboratory systems, surveillance, programme management, quality improvement, and other DHAPP-Project priorities.
- Develop and maintain digital tools that improve the collection, management, analysis, visualization, and reporting of programme and health service data.
- Develop dashboards, automated reports, data visualization tools, and other decision-support applications to support routine performance monitoring, transition management, quality improvement, and strategic decision-making.
- Develop and maintain data extraction, transformation, automation, and integration processes that support the project's data warehouse, analytics platforms, and enterprise information architecture.
- Develop APIs, middleware, and other approved interoperability solutions to facilitate secure data exchange between EMRs, laboratory systems, surveillance platforms, DHIS2, databases, and other approved project and national information systems.
- Support digitization and automation of priority workflows and processes, including development of electronic tools that reduce duplication, improve efficiency, and strengthen access to timely information.
- Prepare and maintain technical documentation, including system requirements, architecture and design documents, source code documentation, user manuals, developer guides, and system administration procedures.
- Implement appropriate software development lifecycle and quality assurance processes, including functional, performance, interoperability, regression, and user acceptance testing.
- Monitor application performance and provide ongoing troubleshooting, maintenance, upgrades, and technical support to address software defects and changing user or programme requirements.
- Work closely with the Cybersecurity Specialist to integrate secure software development practices, including appropriate authentication, authorization, encryption, audit logging, secure communications, and remediation of identified application vulnerabilities.
- Ensure that developed applications comply with approved digital architecture, interoperability, cybersecurity, data protection, and information management standards.
- Monitor system usage and gather user feedback to identify opportunities for improving usability, functionality, performance, and adoption of deployed digital solutions.
- Develop training materials and provide user training, mentoring, and technical support to project staff, health workers, ICT personnel, and designated system administrators.

- Support the transition and sustainability of project-supported software and digital applications through maintainable system design, complete documentation, knowledge transfer, mentorship of project counterparts, and progressive transfer of technical responsibilities in line with project transition milestones.

Required Qualifications

- Bachelor's degree in computer science, Software Engineering, Information Technology, Computer Engineering, Information Systems, or another relevant field.
- A Master's degree in a relevant field is an added advantage.
- Minimum of five (5) years of progressively responsible professional experience in software development, systems development, application development, or digital health systems.
- Demonstrated experience designing, developing, testing, deploying, and maintaining web-based, mobile, or enterprise applications.
- Strong experience with modern programming languages, software development frameworks, databases, APIs, web services, and systems integration.
- Demonstrated experience with relational databases, data-driven applications, and integration of multiple information systems.
- Experience with software development lifecycle methodologies, version control, testing, quality assurance, and technical documentation.
- Demonstrated ability to troubleshoot and maintain software applications in operational environments.
- Strong analytical, problem-solving, communication, and teamwork skills.
- Experience supporting digital health, health information systems, laboratory information systems, surveillance systems, or other public health information platforms.
- Experience with DHIS2, electronic medical records, interoperability frameworks, FHIR, HL7, APIs, or health information exchange.
- Experience developing dashboards, automated reporting tools, data integration pipelines, or business intelligence applications.
- Experience supporting PEPFAR, DoD, CDC, USAID, or other donor-funded health programmes.
- Experience working within military, government, public-sector, or other complex institutional environments.
- Knowledge of secure software development principles and application security.
- Professional certification or advanced training in software development, cloud technologies, enterprise application development, or related fields.

Job Title: TB Advisor

Reports to: Technical Director

Directly Supervises: None

Job Purpose:

The TB advisor will work in collaboration with the program teams and the Project Technical team to ensure technical soundness of the TB and TB/HIV programs in the project facilities. She/he will provide technical oversight for prioritized lifesaving TB case finding, treatment