

About us

TERREWODE, a national NGO headquartered in Soroti has for the past 19 years dedicated efforts to supporting treatment of women and girls affected by Obstetric Fistula and other child birth injuries; and helping them to reintegrate into society with dignity. We are an active partner of the Ministry of Health. Our holistic fistula approach empowers women and unlocks barriers to their full enjoyment of sexual and reproductive health rights.

We are establishing a specialized women's hospital in Soroti as part of our program scale up. It will become operational in 2019. We are now recruiting qualified and passionate medical professionals to fill the following vacant positions.

- 1) Job Title: **Medical Director**
Duty Station: Soroti
Reports to: Hospital CEO

Job purpose

Spearhead the implementation, promotion and restore the health status of patients of obstetric fistula and other child birth injuries using TERREWODE's model of health care with the highest clinical and ethical standards.

Job Summary

S/He will be the primary technical person in charge of the day to day hospital management of medical services and resources. Be the accounting officer for the medical team, responsible for defining, planning, initiating, performing surgeries and delivering patient care to the highest clinical and ethical standards. Implement transparent medical records and reporting system that will underpin the hospitals commitment to clinical excellence and continuous improvement in patient outcomes

Key Duties and Responsibilities

- Lead and provide technical guidance on all clinical services provided at the hospital
- Will be responsible for scheduling and performing routine surgeries for patients of fistula and other child birth injuries.
- Be responsible for scheduling and outsourcing consultant surgeons for fistula surgical camps
- Ensure timely referrals of patients who require services not provided in the hospital.
- Ensure high standards of clinical ethics, quality assurance and provision of quality services.
- Spearhead and provide technical guidance for recruitment of clinical staffs; appraisal, mentorship and continuous professional development (CPD).
- Document and generate evidence through clinical research for continuous clinical quality improvement.
- Provide technical guidance for procurement of medical equipment and supplies.
- Spearhead the establishment and maintenance of a functional medical record system.

b) Participate in the following

- Strategic planning, development of guidelines, policies and programmatic approaches
- Development and implementation of annual work plans, targets and budget.
- Regular financial reviews
- Meetings of Board of Governors and TERREWODE as directed.

3. Qualifications, Skills and Experience

Essential

- A holder of a Master of Surgery or OBGYN Degree or its equivalent from a recognized University.
- Have a formal and valid licensed to practice in Uganda.
- Have at least 3 years surgical experience.
- Substantive experience managing, supervising, and mentoring clinical staff.

Preferable

- Training in Urology , Training and experience in fistula care
- Demonstrated clinical management skills in health facility

Job Remuneration Terms:

Competitive salary and incentives

Personal qualities:

- Demonstrate empathy and compassion for vulnerable and women suffering fistula
- A commitment to clinical excellence.
- Willingness to live and work in Soroti district.
- Creatively solves complex and sudden clinical and medical logistics challenges with limited support.
- Takes initiative and multi-tasks.

Communication and interpersonal skills

- Ensure confidentiality, respect and care for patients.
- Team builder who shows respect to colleagues and subordinates.
- Good communication skills.

2. Job Title: **Senior Nursing Officer**

Duty Station: Soroti

Reports to: Medical Director

Job purpose

Plan and provide medical and nursing care within the hospital and to promote, maintain and restore the health status of patients suffering from fistula using TERREWODE's model for care of patients with the highest clinical and ethical standards.

Job summary

S/he will be ward matron and primary technical person in charge of the day to day operations of clinical staffs; responsible for planning, scheduling and coordinating nursing activities at the hospital; with commitment to clinical excellence and continuous improvement in patient's outcome.

Key tasks and responsibilities

- Lead and provide technical guidance on all nursing activities at the hospital.
- Be responsible for scheduling and performing nursing services to fistula patients
- Plan, assign duties and supervise nursing activities within the hospital and the community.
- Administer department policies in order to maintain complete medical records.
- Routinely check and maintain records of supplies; and places orders if required.
- Administer treatment as prescribed by doctors and ensure proper patient care

Person specifications:**Essential**

- Should be a Registered Nurse or Midwife from a recognized Institution. Double trained or degree in nursing is an added advantage.
- Should have a formal and valid license to practice in Uganda
- Should have at least 5 years' experience in a hospital setting.

Preferable

- Theatre experience
- Training and experience in fistula care.
- Demonstrated supervision skills in clinic or health facility
- Training and experience in counseling.

Job Remuneration Terms:

Competitive salary and incentives

Personal qualities:

- A commitment to clinical excellence.
- A willingness to live and work in Soroti area.
- Good communication skills
- Ensure confidentiality, respect and care for patients.
- Team builder who shows respect to colleagues and subordinates.
- Open and transparent communication style.

3). Job Title: Nursing Officer
 Duty Station: Soroti
 Reports to: Senior Nursing Officer

Job Purpose

Plan and provide medical and nursing care within the operating theatre and restore the health status of fistula patients using TERREWODE's model for care of patients with the highest clinical and ethical standards.

Job summary

S/he will be in charge of setting up, maintaining and managing the operating theatre and overseeing theatre nursing services and surgical team; supervision of infection control, cleaning, management and maintenance of medical records, supplies and equipment in the theatre. Support the ward nursing team to prevent disease and provide general ward nursing services as directed.

Key Tasks and Responsibilities

- Set up operating theatre in accordance with best practice clinical standards.
- Manage all medical supplies associated with the operating theatre.
- Manage maintenance of medical equipment within the operating theatre.
- Establish and manage systems, protocols and operating theatre ensuring cleaning, maintaining regimes and infection control.
- Provide nursing services to surgical team during operations

Person specifications:

Essential

- Enrolled\Registered Nurse or Midwife from a recognized Institution. Double trained nurse is an added advantage.
- Have a formal and valid licensed to practice in Uganda
- Have at least 3 years' experience in a hospital setting.

Preferable

- Theatre experience
- Training and experience in fistula care.
- Demonstrated supervision skills in a health facility
- Training and experience in counseling.

Personal qualities:

- Passionate on women issues
- A commitment to clinical excellence.
- A willingness to live and work in Soroti area.

Communication and interpersonal skills

- Ensure confidentiality, respect and care for patients.
- Team builder and shows respect to colleagues and subordinates.
- Open and transparent communication style.

4). Job Title: **Research and Advocacy Manager**
Duty Station: Soroti
Reports to: Executive Director -TERREWODE

Job purpose

The Research and Advocacy Manager overall job purpose is to manage and coordinate TERREWODE's internal and external research work and projects and use evidence based practice to advocate for full enjoyment of economic; and sexual, reproductive health rights of women and girls affected or at risk of suffering obstetric fistula and other childbirth injuries.

Job summary

This position involves selecting the appropriate research methods and supporting techniques to meet a defined business. Ability to engage and manage stakeholder relationships with the aim of achieving the empowerment and active participation of our target beneficiaries , community members & leaders, and general public to generate demand for the programme. You will also take lead in overseeing the implementation of advocacy and partnerships activities; ensuring enforcement of laws, policies to advance rights of women and girls.

Key tasks and responsibilities-Research

- a) Plan, coordinate and execute assigned research projects.

- b) Supervise team members on daily basis to complete research projects within deadlines.
- c) Track project progress periodically and report the same to management.
- d) Identify areas of improvements and develop new methods to meet milestones.
- e) Present research findings to management in an understandable manner.
- f) Coordinate management in preparation of research and advocacy budgets, work plans and reports.
- g) Monitor and control expenses within allotted budget.
- h) Ensure that research deliverables meet quality standards and business requirements.
- i) Stay abreast with latest developments in research tools and techniques.
- j) Analyze and resolve research issues promptly and accurately.
- k) Perform cost negotiation and finance and schedule management activities.
- l) Coordinate with management in determining research priorities and developing research roadmap.
- m) Identify key challenges and develop appropriate solutions for research and advocacy
- n) Build and effectively manage excellent networks and ensure improved working relations with partners, stakeholders and collaborations.
- o) Organize and coordinate advocacy/engagement initiatives.
- p) Lead planning and implementation of Advocacy strategy
- q) Ensure that research and advocacy are properly planned and budgeted
- r) Responsible for developing and implementing research and advocacy strategies
- s) Provide guidance to research students interns at TERREWODE.
- t) Participate in recruiting and managing research and advocacy officers including, volunteers and student interns and finding consultants to work with where necessary.
- u) Spearhead resource mobilization and investments for sustaining research and advocacy.
- v) Spearhead monitoring, evaluation, and learning on research and advocacy issues to inform programming.
- w) Conduct job appraisals for self and the volunteers in your area of job description.
- x) Supervise and mentor research and advocacy teams of the organization.
- y) Any other duties assigned to you by your immediate supervisor and management.

Person specifications

Education

- a) A first degree in Social sciences/human rights, mass communication, public policy, public health, and any other relevant field. A Master's degree or relevant experience in the Business administration, public health, and women studies is desirable. A PhD degree will be of an added advantage.

Technical

- a) Basic knowledge of qualitative and quantitative research methods as well as the statistical packages.
- b) Good understanding, interpretation and application of evidence based research in programming, project management and monitoring, evaluation is critical.

Industry experience

- a) A minimum of 5 years working experience in policy advocacy work preferably in a non-governmental cycle is a MUST.
- b) Should have experience with donor relations and partnership management.

Personal qualities

- a) Good writing, presentation, problem solving, negotiation, and analytical skills.
- b) Possess a high level of initiative, self-motivation, and diligence.
- c) Strong understanding of development and political context and a strong passion for suffering women and girl child.

Communication and interpersonal skills

- a) Good communication skills (listening, verbal and writing).
- b) Demonstrate a persuasive, outgoing, and confident personality.

Applications accompanied by detailed CVs, copies of academic documents and testimonials should be addressed to: The HR Manager, TERREWODE P.O BOX 537 SOROTI and delivered by **Friday, 27/09/18, 5.00PM** to the following address:

Plot 25 Central Avenue, Soroti Municipality:

Plot 895 Nsasa, Kira, Wakiso District.

Inquiry: 0772 354745/070196482: Email: info@terrewode.com; Website: www.terrewode.com