



JOB DESCRIPTIONS AND PERSON SPECIFICATIONS FOR HEALTH FACILITIES

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BY THE MINISTRY OF PUBLIC SERVICE

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OFFICE OF THE EXECUTIVE DIRECTOR

Job Title: Executive Director
Salary Scale: U1SE
Reports to: Permanent Secretary.
Responsible for: Deputy Executive Director

Job Purpose

To provide strategic leadership and guidance in the management of the national referral hospital

Key duties and responsibilities

- 1) Coordinate the development, implementation and review of the hospital strategic and investment plans.
- 2) Coordinating the development of work plans, budgets, ensure proper expenditure and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of hospital policies and protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Direct strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the hospital's research agenda.
- 9) To coordinate the packaging and dissemination of information to cultivate a positive image for the hospital.
- 10) Coordinates risk management programmes at the hospital
- 11) Monitors health delivery systems at the national referral for compliance with national regulatory framework

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized University
- ii. A master's degree medicine in any area of specialization from a recognized university/institution
- iii. A post graduate qualification in management from a recognized University/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working Experience

At least fifteen (15) years working experience, three (3) of which should have been at consultant level in government or an equivalent level from a reputable organization

c) Required Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

Job Title: Deputy Executive Director
Salary Scale: U1SE
Reports to: Executive Director.
Responsible for: Senior Consultant

Job Purpose

To provide strategic leadership and guidance in the management of clinical services at the national referral hospital

Key duties and responsibilities

- 1) Coordinate the development, implementation and review of clinical strategic plans in line with the hospital strategic regulatory frame work.
- 2) Coordinating the development of departmental work plans, budgets and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of clinical and safety protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Direct strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the hospital's research agenda.
- 9) Coordinates risk management programmes at the hospital
- 10) Monitors health delivery systems at the national referral for compliance with national regulatory framework

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized university
- ii. A master's degree medicine in any area of specialization from a recognized university/institution
- iii. A post graduate qualification in management from a recognized university/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been at consultant level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

REGIONAL REFERRAL HOSPITAL

Job Title: Senior Executive Consultant
Salary Scale: U1SE
Reports to: Director General Health Services.
Responsible for: Deputy Executive Consultant

Job Purpose

To provide strategic leadership and guidance in the management of the regional referral hospital

Key duties and responsibilities

- 1) Coordinate the development, implementation and review of the hospital strategic and investment plans.
- 2) Coordinating the development of work plans, budgets, ensure proper expenditure and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of hospital policies and protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Direct strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the hospital's research agenda.
- 9) To coordinate the packaging and dissemination of information to cultivate a positive image for the hospital.
- 10) Coordinates risk management programmes at the hospital
- 11) Monitors health delivery systems at the national referral for compliance with national regulatory framework

Person specifications

a) Academic qualifications

- i. An MBChB from a recognized university
- ii. A master's degree medicine or Public Health from a recognized university/institution
- iii. A post graduate qualification in management from a recognized university/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been at consultant level in government or an equivalent level from a reputable organization

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

Job Title: Deputy Executive Consultant
Salary Scale: U1SE
Reports to: Senior Executive Consultant.
Responsible for: Senior Consultant

Job Purpose

To provide strategic leadership and guidance in the management of clinical services at the regional referral hospital

Key duties and responsibilities

- 1) Coordinate the development, implementation and review of clinical strategic plans in line with the hospital strategic regulatory frame work.
- 2) Coordinating the development of departmental work plans, budgets and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of clinical and safety protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Direct strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the hospital's research agenda.
- 9) Coordinates risk management programmes at the hospital
- 10) Monitors health delivery systems at the national referral for compliance with national regulatory framework

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized university
- ii. A master's degree medicine or Public Health from a recognized university/institution
- iii. A post graduate qualification in management from a recognized university/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been at Consultant level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

GENERAL HOSPITAL

Job Title: Executive Consultant
Salary Scale: U1SE
Reports to: Chief Administrative Officer
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management of clinical and administrative services at the general hospital

Key duties and responsibilities

- 1) Coordinate the development, implementation and review of strategic plans for the general hospital in line with the national health strategic regulatory framework.
- 2) Coordinating the development of departmental work plans, budgets and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of clinical and safety protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Direct strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the hospital's research agenda.
- 9) Coordinates risk management programmes at the hospital
- 10) Monitors health delivery systems at the national referral for compliance with national regulatory framework

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized university
- ii. A master's degree medicine or Public Health from a recognized university/institution
- iii. A post graduate qualification in management from a recognized university/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been at Consultant level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

HEALTH CENTRE IV

Job Title: Senior Medical Superintendent

Salary Scale: U2

Reports to: District Health Officer

Responsible for: Senior Medical Officer
Senior Nursing Officer

Job Purpose

To provide strategic leadership and guidance in the management of clinical and administrative services at the Health Centre IV

Key duties and responsibilities

- 1) Coordinate the implementation and review of strategic plans for the Health Centre IV in line with the national health strategic regulatory frame work.
- 2) Coordinating the development of work plans, budgets and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of clinical and safety protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Coordinate strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the facility's research agenda.
- 9) Coordinates risk management programmes at the hospital
- 10) Monitors health delivery systems at referral for compliance with national regulatory framework

Person specifications

a) Academic qualifications

- i. An MBChB from a recognized university
- ii. A master's degree in either medicine or Public Health from a recognized university/institution
- iii. A post graduate qualification in management from a recognized university/institution
- iv. Registration with the Medical and Dental Practitioners Council
- v. Possession of a valid practicing license

b) Working experience

At least six (6) years working experience, three (3) of which should have been at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Decision making and problem-solving skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards

HEALTH CENTRE III

Job Title: Medical Superintendent
Salary Scale: U3
Reports to: District Health Officer
Responsible for: Medical Officer
Nursing Officer
Senior Clinical Officer
Counsellor

Job Purpose

To provide strategic leadership and guidance in the management of clinical and administrative services at the Health Centre III

Key duties and responsibilities

- 1) Coordinate the implementation and review of strategic plans for the Health Centre III in line with the national health strategic regulatory frame work.
- 2) Coordinating the development of work plans, budgets and accountability for hospital resources
- 3) Provide strategic guidance in the formulation of clinical and safety protocols designed to promote effective health service delivery in line with the national health policies.
- 4) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital.
- 5) Ensure the provision of viable health services in the Hospital.
- 6) Coordinate strategies aimed at ensuring high standards of healthcare.
- 7) Initiates and maintains collaborative links with National and International Departments, Bodies and Organizations.
- 8) Co-ordinates the development and implementation of the facility's research agenda.
- 9) Coordinates risk management programmes at the hospital
- 10) Monitors health delivery systems at referral for compliance with national regulatory framework

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized university
- ii. Registration with the Medical and Dental Practitioners Council
- iii. Possession of a valid practicing license

b) Working experience

At least three (3) years working experience, at Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Decision making and problem-solving skills
- Concern for quality and standards
- Ethics and integrity
- Negotiation and mediation skills
- Communicating effectively

OFFICE OF THE SENIOR CONSULTANT INTERNAL MEDICINE

Job Title: Senior Consultant (Internal Medicine)

Salary Scale: U1SE

Reports to: Deputy Executive Director.

Responsible for: Heads of divisions (Cardiology, Hepatology, Hematology, Endocrinology, Nephrology, Neurology, Pulmonology, Gastroenterology, Dermato-Veneriology, Rheumatology, Infectious Diseases, Geriatrics, Palliative care, Public Health, Accidents and Emergencies, Psychiatry, Intensive Care and High Dependence Services, Nuclear Medicine, Medical Oncology, Pharmacy, Isolation)

Job purpose

To provide strategic leadership and guidance in the delivery of quality internal medicine services in the country

Key duties and responsibilities

- 1) Coordinating the development, review and implementation of protocols, guidelines and strategies of clinical governance at the hospital in line with national health regulatory framework
- 2) Coordinating the development of departmental work plans and budgets
- 3) Coordinating the development of new and strengthening existing internal medicine services to ensure quality
- 4) Supervising the development, implementation and compliance of Projects in line with the existing regulatory framework
- 5) Conducting regular audit and reviewing incidents with clinical teams to recommend solutions to minimize reoccurrence
- 6) Coordinating the development and implementation of Research and innovation
- 7) Conducting stakeholder analysis and engagement to promote quality health service delivery
- 8) Conducting performance management of staff

Person specifications**a) Academic qualifications**

- i. An MbChb from a recognized university
- ii. A master's degree in Internal Medicine from a recognized university/institution
- iii. A fellowship in any internal medicine field
- iv. A post graduate qualification in management from a recognized university/institution
- v. Registration with the Medical and Dental Practitioners Council
- vi. Possession of a valid practicing license

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant.
Salary Scale: U1SE
Reports to: Senior Consultant
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality healthcare services in their area of specialization at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in his area of specialty.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized clinics in the hospital.
- 6) To plan, coordinate and conduct research in his/her specialty.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in the area of specialization
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competences**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality healthcare services in their area of specialization at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in his area of specialty.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) or its equivalent from recognized University/Institutions.
- iii. Fellowship in their area of specialty
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing licenses

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in their area of specialty.
- 2) To conduct specialized Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in his/her specialty.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Medical Officer.
Salary Scale: U3
Reports to: Medical Officer Special Grade
Responsible for: Medical Officer

Job Purpose

To provide technical support and guidance in the management and delivery of quality healthcare services at the hospital.

Key duties and responsibilities

- 1) Diagnosing, treating and managing patients.
- 2) Evaluating patients and referring those in need of specialized health care.
- 3) Adhering to the Professional Code of Conduct and Ethics.
- 4) Conducting health education for patients
- 5) Conducting Outreach and Community Health Programmes.
- 6) Conducting research
- 7) Preparing and submitting periodic reports.
- 8) Implementing Continuing Professional Development Programmes.
- 9) Supervising and appraising staff

Person Specifications

a) Academic qualifications

- i. A bachelor of Medicine and Surgery from a recognized University/Institution.;
- ii. Must be registered with the Medical and Dental Practitioners Council.
- iii. A valid practicing license

b) Working Experience

At least three (3) years' experience at Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job title: Principal Nursing Officer,
Salary Scale: U2
Reports to: Assistant Commissioner Nursing or Medical
Superintendent
Responsible for: Senior Nursing Officer

Purpose of the job

To coordinate all nursing services in liaison with heads of clinical departments

Key duties and responsibilities

- 1) Planning, organizing, and coordinating nursing services
- 2) Supervising the provision of quality nursing services.
- 3) Providing professional guidance and support supervision
- 4) Planning and implementing quality assurance programmes
- 5) Enforcing ethical professional conduct in the provision of nursing services
- 6) Managing performance of nursing staff
- 7) Conducting and utilizing evidence-based research to improve nursing practice
- 8) Mentoring, training and coaching nursing staff and interns

Person Specifications

a) Academic qualifications

- i. A Bachelor of Science degree in Nursing or its equivalent from a recognized University or Institution.
- ii. Masters of Science in Nursing from a recognized institution.
- iii. Post-Graduate Qualification in Administration, Management, Hospital Management or the equivalent from a recognized Institution/University.
- iv. Must be registered with the Uganda Nurses and Midwives council and hold a valid license.

b) Working Experience

At least six (6) years' working experience, three (3) of which should be at Senior Nursing Officer level or its equivalent from a reputable institution.

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating
- Financial management
- Human resource management
- Managing employee performance
- Coaching and mentoring

(ii) Behavioural

- Results orientation
- Leadership
- Concern for quality
- Public relations and customer care
- Judgment, decision making and problem solving

Job title: Senior Nursing Officer,
Salary Scale: U3
Reports to: Principal Nursing Officer
Responsible for: Nursing Officer

Job Purpose

To provide quality nursing services

Key duties and responsibilities

- 1) Planning, monitoring, and evaluating nursing activities
- 2) Preparing and submitting reports
- 3) Allocating duties to nursing staff and students for smooth running of Wards/Units
- 4) Managing performance of staff
- 5) Supervising, coaching, and mentoring students and staff
- 6) Conducting research activities for evidence-based practice
- 7) Developing and implementing nursing protocols

a) Academic qualifications

- i. A Bachelor of Science degree in either Nursing or its equivalent from a recognized University/Institution
- ii. Must be registered with Uganda Nurses and Midwives Council with a valid practicing license.

b) Working Experience

At least three (3) years, at Nursing Officer level or equivalent position from a reputable organization.

c) Competencies

(i) Technical

- Planning, organizing and coordinating
- Human resource management
- Managing employee performance
- Coaching and mentoring

(ii) Behavioural

- Results orientation
- Leadership
- Concern for quality
- Public relations and customer care
- Judgment, decision making and problem solving

Job title: Nursing Officer,
Salary Scale: U4
Reports to: Senior Nursing Officer
Responsible for: Senior Assistant Nursing Officers and Assistant Nursing Officers

Job Purpose

To provide quality nursing services

Key duties and responsibilities

- 1) Planning, monitoring, and evaluating nursing activities
- 2) Preparing and submitting reports
- 3) Allocating duties to nursing staff and students for smooth running of wards of health units.
- 4) Coaching and mentoring students and staff
- 5) Conducting research activities for evidence-based practice
- 6) Implementing nursing protocols
- 7) Managing performance of staff.
- 8) Make arrangements for provision of wards with adequate supplies and drugs.
- 9) Accounting for supplies and drugs.
- 10) Conducting primary health care and health education.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science degree in either Nursing or equivalent from a recognized University institution
- ii. Evidence of training in specialized area is an added advantage.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating
- Information Communication Technology
- Managing employee performance
- Coaching and mentoring

(ii) Behavioural

- Results orientation
- Leadership
- Concern for quality
- Public relations and customer care
- Judgment, decision making and problem solving

DIVISION OF CARDIOLOGY

Job Title: Senior Consultant.
Salary Scale: U1SE
Reports to: Senior Consultant (Internal Medicine)
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Cardiology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in all matters relating to Cardiology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized Cardiology clinics in the hospital.
- 6) To plan, coordinate and conduct research in Cardiology related fields.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Cardiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Cardiology services.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in Cardiology or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality Cardiology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized Cardiology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution on matters relating to Cardiology services.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Cardiology related fields.
- 11) To plan and coordinate continuing Medical Education in Cardiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering Cardiology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either Cardiology or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized cardiology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cardiac conditions.
- 2) To conduct specialized cardiology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines for cardiology services.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in his/her specialty.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering Cardiology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Nursing Officer
Salary Scale: U3
Reports to: Medical Officer Special Grade
Responsible for: Nursing Officer

Job purpose

To provide quality nursing services

Key duties and responsibilities

- 1) Plan, monitor, and evaluate nursing activities
- 2) Prepare and submit reports
- 3) Allocate duties to nursing staff and students for smooth running of wards/units
- 4) Manage performance of staff
- 5) Supervise, coach, and mentor students and staff
- 6) Participate in research activities for evidence-based practice
- 7) Develop and implement nursing protocols

Person specifications

a) Academic qualifications

- i. A Bachelor of Science degree in Nursing from a recognized University/Institution
- ii. Post graduate qualification in a relevant field from a recognised institution
- iii. Must be registered with Uganda Nurses and Midwives Council with a valid practicing licence.

b) Working experience

At least three (3) years' experience at Nursing Officer level or equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating
- Records and information management
- Managing employee performance
- Coaching and mentoring

(ii) Behavioural

- Results orientation
- Team work
- Concern for quality
- Communicating effectively
- Ethics and integrity

Job Title: MEDICAL OFFICER

Salary Scale: U4

Reports to: MEDICAL OFFICER SPECIAL GRADE

Responsible for: none

Job Purpose:

To provide preventive diagnostic, therapeutic and rehabilitative health care services in accordance with National Health Service standards.

Key Responsibilities and Duties:

- 1) Diagnosing, treating and managing patients.
- 2) Evaluating patients and referring those in need of specialized health care.
- 3) Adhering to the Professional Code of Conduct and Ethics.
- 4) Conducting health education for patients
- 5) Conducting Outreach and Community Health Programmes.
- 6) Conducting research
- 7) Preparing and submitting periodic reports.
- 8) Implementing Continuing Professional Development Programmes.
- 9) Supervising and appraising staff

Person Specifications

a) Academic qualifications

- i. A bachelor of Medicine and Surgery from a recognized University/Institution.;
- ii. Must be registered with the Medical and Dental Practitioners Council.
- iii. A valid practicing license

b) Working experience

Nil

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF HEPATOLOGY

Job Title: Senior Consultant.
Salary Scale: U1SE
Reports to: Senior Consultant (Internal Medicine)
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality hepatology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in all matters relating to hepatology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized hepatology clinics in the hospital.
- 6) To plan, coordinate and conduct research in hepatology related fields.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in hepatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for hepatology services.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either hepatology or Gastroenterology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.

v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality hepatology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized hepatology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution on matters relating to hepatology services.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in hepatology related fields.
- 11) To plan and coordinate continuing Medical Education in hepatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering hepatology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either hepatology or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated hepatology conditions.
- 2) To conduct specialized hepatology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines for cardiology services.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in his/her specialty.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering hepatology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant (Rheumatology).
Salary Scale: U1SE
Reports to: Senior Consultant Head Internal Medicine.
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Rheumatology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated rheumatology conditions.
- 2) To conduct high skill rheumatology Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either Rheumatology or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.

v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Consultant (Rheumatology).
Salary Scale: U1SE
Reports to: Senior Consultant (Rheumatology)
Responsible for: Medical Officer SG

Job Purpose

To provide technical support and guidance in the management and delivery of quality Rheumatology healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated rheumatology conditions.
- 2) To conduct high skill rheumatology Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either Rheumatology or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade (Rheumatology).
Salary Scale: U2
Reports to: Consultant (Rheumatology)
Responsible for: Medical Officer

Job Purpose

To provide specialized services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated rheumatology conditions.
- 2) To conduct high skill rheumatology Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.
- 13) To carry out any other duties as may be assigned by the higher authorities.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant (Geriatrics).
Salary Scale: U1SE
Reports to: Senior Consultant (Head Internal Medicine).
Responsible for: Consultant (Geriatrics).

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Geriatrics healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated Geriatric conditions.
- 2) To conduct high skill Geriatric Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.
- 13) To carry out any other duties as may be assigned by the higher authorities.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either Geriatrics or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Consultant (Geriatrics).
Salary Scale: U1SE
Reports to: Senior Consultant (Geriatrics)
Responsible for: Medical Officer SG

Job Purpose

To provide technical support and guidance in the management and delivery of quality Geriatrics healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated Geriatric conditions.
- 2) To conduct high skill Geriatric Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Fellowship in either Geriatrics or its equivalent
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer SG level in government or an equivalent level from a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade (Geriatrics).
Salary Scale: U2
Reports to: Consultant (Geriatrics)
Responsible for: Medical Officer

Job Purpose

To provide specialized services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat and treat very complicated Geriatric conditions.
- 2) To conduct Geriatric Clinics.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To supervise and train Intern Doctors.
- 8) To manage and supervise Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct operational research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant (Public Health).
Salary Scale: U1SE
Reports to: Senior Consultant (Head Internal Medicine).
Responsible for: Consultant (Public Health)

Job Purpose

To provide strategic leadership and guidance in the implementation of Public Health interventions at the hospital and its catchment area

Key Duties and responsibilities

- 1) To coordinate the disease surveillance and response to pub health emergencies
- 2) To supervise and train Health professionals and staff in preventive, promotive and rehabilitative health services.
- 3) Coordinating the development and implementation of public health awareness programs at the hospital and its catchment area
- 4) To provide technical and professional guidance to Government or Institution in public health related matters.
- 5) Coordinating the development and implementation of Public health guidelines and standard operating procedures
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 8) To plan, coordinate and conduct research in preventive, promotive and rehabilitative interventions for quality health care services.
- 9) Establishing collaborative linkages with stakeholders for community referral systems, rehabilitative and reintegration services
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master's degree in Public health from a recognized University/Institutions.
- iii. Registration with the medical and dental practitioners' council
- iv. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Consultant (Public Health).
Salary Scale: U1SE
Reports to: Senior Consultant (Public Health).
Responsible for: Medical Officer Special Grade (Public Health).

Job Purpose

To provide technical support and guidance in the implementation of Public Health interventions at the hospital and its catchment area

Key Duties and responsibilities

- 1) To coordinate the disease surveillance and response to pub health emergencies
- 2) To supervise and train Health professionals and staff in preventive, promotive and rehabilitative health services.
- 3) Developing and implementing of public health awareness programs at the hospital and its catchment area
- 4) To provide technical and professional guidance to Government or Institution in public health related matters.
- 5) Developing and implementing Public health guidelines and standard operating procedures
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 8) To plan, coordinate and conduct research in preventive, promotive and rehabilitative interventions for quality health care services.
- 9) Establishing collaborative linkages with stakeholders for community referral systems, rehabilitative and reintegration services
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 1) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Public Health) or Master of Public Health from a recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at MOSG Public health level in government or an equivalent level from a reputable organization.

Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade (Public Health).
Salary Scale: U2
Reports to: Consultant (Public Health).
Responsible for: Medical Officer

Job Purpose

To implement public health interventions at the hospital and its catchment area

Key Duties and responsibilities

- 1) To conduct disease surveillance and response to pub health emergencies
- 2) To supervise and train Health professionals and staff in preventive, promotive and rehabilitative health services.
- 3) Drafting and implementing of public health awareness programs at the hospital and its catchment area
- 4) To provide technical and professional guidance to Government or Institution in public health related matters.
- 5) Implementing Public health guidelines and standard operating procedures
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 8) To conduct research in preventive, promotive and rehabilitative interventions for quality health care services.
- 9) Establishing and maintaining collaborative linkages with stakeholders for community referral systems, rehabilitative and reintegration services
- 10) To conduct continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 2) To advise on the procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Public Health) or Master of Public Health from a recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant (Intensive Care & High Dependency)
Salary Scale: U1SE
Reports to: Senior Consultant (internal Medicine)
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Intensive Care and High Dependency care services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical guidance and reports to Government or Institution on management of Intensive Care and High Dependency care services.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To coordinate and manage a referral system for patients at the National level.
- 4) To plan, coordinate and conduct research in his/her specialty.
- 5) To conduct Intensive Care Unit Rounds.
- 6) To develop and implement ICU and HDU protocols and guidelines
- 7) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 8) Establish and implement continuous quality improvement projects
- 9) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 10) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Intensive Care and High Dependency care services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree Anesthesiology, Emergency Medicine, Internal
- iii. Medicine or its equivalent from a recognized University/Institutions.
- iv. Fellowship in intensive and critical care medicine
- v. Registration with the Uganda Medical and Dental Practitioners Council.
- vi. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality Intensive and High Dependency care services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To manage and supervise ICU Rounds.
- 2) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To provide technical guidance to Government or Institution in the management of intensive and high dependency care services.
- 4) Developing departmental work plans, budgets and reports
- 5) To coordinate and manage a referral system for patients at the National level.
- 6) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 7) To plan, coordinate and conduct research in his/her specialty.
- 8) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 9) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree Anesthesiology, Emergency Medicine, Internal Medicine or its equivalent from a recognized University/Institutions.
- iii. Fellowship in intensive and critical care medicine
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose:

To provide intensive and high dependency care services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose, treat and admit patients into the ICU.
- 2) To manage intra and inter facility referral patients at the National level.
- 3) To conduct HDU and ICU Rounds.
- 4) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 5) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 6) To enforce adherence to the professional code of conduct and ethics.
- 7) To conduct research in Intensive and High Dependency Care.
- 8) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 9) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree Anesthesiology, Emergency Medicine, Internal Medicine or its equivalent from a recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant (Nuclear Medicine)
Salary Scale: U1SE
Reports to: Senior Consultant Internal Medicine
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality diagnostic and therapeutic Nuclear medicine services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical guidance to Government or Institution on diagnostic and therapeutic Nuclear medicine
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) Coordinate the development of access, diagnostic, therapeutic and safety protocols
- 6) To plan, coordinate and conduct research in nuclear and radiation medicine.
- 7) Developing and coordinating the implementation of radiation safety plans
- 8) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for nuclear medicines.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in either radiology or Internal Medicine from recognized University/Institutions.
- iii. Fellowship in Nuclear Medicine
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality diagnostic and therapeutic Nuclear medicine services

Key Duties and responsibilities

- 1) To provide diagnostic and therapeutic nuclear services to patients
- 2) To provide technical guidance to Government or Institution on diagnostic and therapeutic Nuclear medicine
- 3) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 5) To coordinate and manage a referral system for patients at the National level.
- 6) Develop access, diagnostic, therapeutic and safety protocols
- 7) To plan, coordinate and conduct research in nuclear and radiation medicine.
- 8) Coordinating the implementation of radiation safety plans
- 9) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for nuclear medicines.
- 10) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 11) To conduct continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in either Radiology or Internal Medicine or its equivalent from recognized University/Institutions.
- iii. Fellowship in Nuclear Medicine
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade

Salary Scale: U2

Reports to: Consultant

Responsible for: Medical Officer

Job Purpose

To provide diagnostic and therapeutic Nuclear medicine services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat conditions with nuclear medicine techniques.
- 2) Preparing and submitting imaging reports to other health professionals.
- 3) To manage referral patients at the National level.
- 4) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 5) To draft standard operating procedures, clinical protocols and guidelines in their Nuclear and Radiation medication.
- 6) To teach Medical Students as wells as other Health Students.
- 7) To enforce adherence to the professional code of conduct and ethics and radiation safety standards.
- 8) To conduct research in nuclear medicine.
- 9) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 10) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivery of radiation and nuclear services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in either Radiology, Internal Medicine from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Consultant Isolation
Salary Scale: U1SE
Reports to: Senior Consultant Internal Medicine
Responsible for: Medical Officer SG Intensivist
Medical Officer SG Emergency Medicine
Medical Officer SG Internal M

Job Purpose

To provide strategic leadership and guidance in the management of Isolation healthcare services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized Clinics.
- 2) To manage and supervise isolation Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 5) Developing departmental work plans, budgets and reports
- 6) To supervise and train Intern Doctors.
- 7) To coordinate and manage a referral system for patients at the National level.
- 8) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 9) To plan, coordinate and conduct research in his/her specialty.
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree Internal Medicine, Emergency Medicine, or its equivalent from a recognized University/Institutions.
- iii. Fellowship in either Infectious diseases or intensive and critical care medicine
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade Intensivist
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized services to patients in isolation centres at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose, treat and admit patients into the ICU.
- 2) To manage intra and inter facility referral patients at the National level.
- 3) To conduct HDU and ICU Rounds.
- 4) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 5) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 6) To enforce adherence to the professional code of conduct and ethics.
- 7) To conduct research in Intensive and High Dependency Care.
- 8) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 9) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree Anesthesiology, Emergency Medicine, Internal Medicine or its equivalent from a recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade Emergency Medicine
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized treatment to patients with serious and life-threatening illnesses and injuries at the hospital and its catchment area

Key Duties and responsibilities

- 1) Performing procedures like splinting, laceration repairs, and tracheal tube placement.
- 2) Conduct health maintenance exams, histories, and physicals, and
- 3) Interpret diagnostic tests, labs, x-rays, CTs, and ECGs.
- 4) Develop diagnoses, suggest appropriate treatments, administer vaccinations, and perform follow-up examinations.
- 5) Conduct procedures like lumbar punctures, endotracheal intubation, central line insertion, and Advanced Cardiovascular Life Support protocols.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in emergency Medicine from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade Internal Medicine
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized internal medicine services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in their area of specialty.
- 2) To conduct specialized Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in his/her specialty.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree (Internal Medicine) from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

OFFICE OF SENIOR CONSULTANT REPRODUCTIVE HEALTH OBS AND GYN

Job Title: Senior Consultant
Salary Scale: U1SE
Reports to: Deputy Executive Director.
Responsible for: Heads of divisions

Job purpose

To provide strategic leadership and guidance in the delivery of quality reproductive health services in the country

Key duties and responsibilities

- 1) Coordinating the development, review and implementation of protocols, guidelines and strategies of clinical governance at the hospital in line with national health regulatory framework
- 2) Coordinating the development of departmental work plans and budgets
- 3) Coordinating the development of new and strengthening existing reproductive health services to ensure quality
- 4) Supervising the development, implementation and compliance of Projects in line with the existing regulatory framework
- 5) Establish continuous quality improvement frameworks in line with the national health policy
- 6) Coordinating the development and implementation of Research and innovation
- 7) Conducting stakeholder analysis and engagement to promote quality health service delivery
- 8) Conducting performance management of staff

Person specifications**a) Academic qualifications**

- i. An MBChB from a recognized university
- ii. A master's degree in Medicine obstetrics & gynaecology from a recognized university/institution
- iii. A fellowship in either reproductive medicine, maternal fetal medicine, uro-gynaecology or gyn-oncology
- iv. A post graduate qualification in management from a recognized university/institution
- v. Registration with the Medical and Dental Practitioners Council
- vi. Possession of a valid practicing license

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF OBSTETRICS AND GYNAECOLOGY

Job Title: Senior Consultant.
Salary Scale: U1SE
Reports to: Head of department
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality obstetrics and gynaecology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in obstetrics and gynaecology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage obstetric and gyn patients at the National level.
- 5) To run specialized clinics in the hospital.
- 6) To plan, coordinate and conduct research in his/her in reproductive health.
- 7) To supervise and train Intern Doctors.
- 8) To conduct Ward Rounds.
- 9) Conducting regular audit and reviewing MPDSR incidents with clinical teams to recommend solutions to minimize reoccurrence
- 10) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for reproductive health.

Person Specifications

a) Academic qualifications

- i. An MBChB from a recognized university
- ii. A master's degree in Medicine obstetrics & gynaecology from a recognized university/institution
- iii. A fellowship in either reproductive medicine, maternal fetal medicine, uro-gynaecology or gyn-oncology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of obstetrics and gynaecology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical guidance to Government or Institution in matters concerning obstetrics and gynaecology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage referrals of obstetrics and gynaecology patients at the National referral hospital.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in his/her specialty.
- 11) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:**a) Academic qualifications**

- i. MBChB from a recognized University.
- ii. Master of Medicine degree obstetrics and gynaecology or its equivalent from recognized University/Institutions.
- iii. Fellowship in either reproductive medicine, gyn-oncology maternal fetal medicine or uro-gynaecology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized obstetrics and gynaecology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat obstetrics and gynaecology conditions at the national referral hospital.
- 2) To conduct specialized Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in reproductive health.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for reproductive health.

Person Specifications:

a) Academic qualifications

- i. MBChB from a recognized University.
- ii. Master of Medicine degree in obstetrics and gynaecology from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF UROLOGY

Job Title: Senior Consultant.
Salary Scale: U1SE
Reports to: Head of department
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of Urology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in his area of specialty.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized clinics in the hospital.
- 6) To plan, coordinate and conduct research in his/her specialty.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in surgery from recognized University/Institutions.
- iii. Fellowship in urology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant
Salary Scale: U1SE
Reports to : Senior Consultant
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality urology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To perform surgeries in urology at the national referral hospital
- 2) To run specialized Clinics.
- 3) To conduct and supervise Ward Rounds.
- 4) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 5) To provide technical and professional advice to Government or Institution in his area of specialty.
- 6) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 7) Developing departmental work plans, budgets and reports
- 8) To supervise and train Intern Doctors.
- 9) To coordinate and manage a referral system for patients at the National level.
- 10) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 11) To plan, coordinate and conduct research in his/her specialty.
- 12) To plan and coordinate continuing Medical Education in his/her specialty for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 13) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for his/her specialty.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in surgery from recognized University/Institutions.
- iii. Fellowship in urology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized urology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in their area of specialty.
- 2) To conduct specialized Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft surgical standard operating procedures, clinical protocols and safety guidelines.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in his/her specialty.
- 11) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine degree in general surgery from recognized University/Institutions.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PHARMACY

Job Title: Assistant Commissioner Pharmacy
Salary Scale: U1E
Reports to: Senior Consultant Internal Medicine
Responsible for: Principal Pharmacist

Key duties and responsibilities

- 1) Drafting policies, standards and guidelines on use, accountability of medicines and health technologies and on logistic supply chain system
- 2) Monitoring and evaluating use and accountability of medicines and health technologies
- 3) Developing and communicating annual medicines and health technologies use and accountability plan
- 4) Quantifying and forecasting medicines and health supplies for the pharmaceutical sector
- 5) Providing technical support to departments, programs and districts on medicines logistics and supply chain management
- 6) Liaising with the National Drug Authority to ensure efficient operation of the national pharmaceutical's framework.
- 7) Providing capacity building and technical support related to Pharmacovigilance, clinical practice and guidelines
- 8) Overseeing implementation of policy and standards relating to Pharmacovigilance, clinical practice and guidelines

Person Specifications

a) Academic qualifications

- i. A bachelor's degree in Pharmacy from a recognized University or Institution.
- ii. A Master's degree in either Pharmacy, Clinical Pharmacy or Logistics and Supply Chain Management, or Procurement or Public Health from a recognized University or Institution.
- iii. Must be registered with the Pharmacy Board
- iv. Must have a valid annual practicing license

b) Working Experience

Nine (9) years working experience in pharmaceutical management, three (3) of which must have been served at Principal Pharmacist level or its equivalent in Government or reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Principal Pharmacist
Salary Scale: U2
Reports to: Assistant commissioner Pharmacy
Responsible for: Principal Pharmacy Technician
Senior Pharmacist

Job purpose

To provide technical support and guidance in the implementation of policies, standards and guidelines on clinical pharmacy.

Key duties and responsibilities

- 1) Develop standards, guidelines and manuals for Pharmaceutical Services Management
- 2) Quantify medicines and health technologies for the National Hospital
- 3) Developing guidelines to ensure functionality, accountability and maintenance of the medicines and health technologies management tools
- 4) Coordinate the preparation and implementation of the quantification and supply plan for the hospital
- 5) Conduct research to determine the current best practices, standards and procedures for procurement, storage, distribution and pharmaceutical management at health facilities
- 6) To provide technical guidance on drugs, health technologies and pharmaceutical management
- 7) Supervises staff in the department
- 8) Responsible for supervision of Intern Pharmacists
- 9) Develop work plans budgets and submit periodic reports

Person Specifications

a) Academic qualifications

- i. A Bachelor's Degree in Pharmacy from a recognized University/Institution.
- ii. A Master's Degree in either Pharmacy or clinical pharmacy from a recognized University/Institution.
- iii. Must be registered with the Pharmacy Board
- iv. A valid Annual Certificate of Practice

b) Working experience

At least Six (6) years working experience, three (3) of which must have been served at Senior Pharmacist level in government or an equivalent level from a reputable organization.

c) Required Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Principal Pharmacist
Salary Scale: U2
Reports to: Assistant commissioner Pharmacy
Responsible for: Senior Pharmacist

Job purpose

To provide technical support and guidance in the quantification, development of supply chain plans for national medicines, health supplies and operationalize the system for rational use of medicine and health technologies

Key duties and responsibilities

- 1) Implementing policies, standards and guidelines on use and accountability of medicines and health technologies
- 2) Drafting policies, standards and guidelines on use and accountability of medicines and health technologies
- 3) Implementing the monitoring and evaluation system on use and accountability of medicines and health technologies
- 4) Preparing national quantification assumptions/specifications prepared
- 5) Forecasting national medicine and health supplies needs
- 6) Developing and reviewing national supply plan for medicines and health supplies
- 7) Conducting support supervision on quantification, forecasting and supply planning of medicines and health supplies to local government and referral hospitals
- 8) Producing national, health facility stock status and other periodic performance reports

Person Specifications

- a) **Academic qualifications**
 - i. A bachelor's degree in Pharmacy from a recognized University or Institution.
 - ii. A Master's degree in either Pharmacy, Clinical Pharmacy or Logistics and Supply Chain Management, or Procurement or Public Health from a recognized University or Institution.
 - iii. Must be registered with the Pharmacy Board
 - iv. Must have a valid annual practicing license

b) Working Experience

At least Six (6) years working experience, three (3) of which must have been served at Senior Pharmacist level in Government or its equivalent in a reputable organization.

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Pharmacist
Salary Scale: U3
Reports to: Principal Pharmacist
Responsible for: Pharmacist

Job title: To operationalize the system for rational use of medicines and health technologies

Key duties and responsibilities

- 1) To provide pharmaceutical and therapeutic care to patients at the hospital
- 2) To develop and implement pharmaceutical and therapeutic care plans for patients
- 3) Monitoring of stock levels and prepare reports for quantification of medicines and health technologies for the hospital
- 4) Conducting pharmaceutical research for quality health care delivery
- 5) Support the implementation of an accountability system for pharmaceutical management in the hospital
- 6) Support and respond to request and inquiries concerning drugs and pharmaceutical management in the hospital
- 7) Monitor, investigate and report on adverse events related to drugs and pharmaceutical agents
- 8) Train and supervise pharmacy interns
- 9) Supervise and appraise staff
- 10) Develop work plans, budgets and prepare periodic reports

Person Specifications

a) Academic qualifications

- i. A Bachelor's Degree in Pharmacy from a recognized University/Institution.
- ii. Must be registered with the Pharmacy Board
- iii. A valid Annual Certificate of Practice

b) Working experience

At least three (3) years working experience at Pharmacist level in government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Pharmacist
Salary Scale: U3
Reports to: Senior Pharmacist
Responsible for: None

Job title

Key duties and responsibilities

- 1) Selecting, ordering, and advising on storage and distribution of medicines and health technologies at the hospital
- 2) Drafting procurement plans for medicines and health technologies the hospital
- 3) Dispensing drugs in line with the hospital formulary
- 4) Conducting research in pharmaceutical related fields
- 5) Support the implementation of an accountability or tracking system for pharmaceutical management in the hospital
- 6) Conduct pharmacy only Ward rounds to dispense drugs and provide technical guidance to clinicians on prescriptions;
- 7) Requisitioning for medicines, health technologies and ensures constant availability
- 8) Counseling patients and communities on rational use and storage of medicines
- 9) Support and respond to request and inquiries concerning drugs and pharmaceutical management in the hospital
- 10) Prepare and submit of periodic reports

Person Specifications

a) Academic qualifications

- i. A Bachelor's Degree in Pharmacy from a recognized University/Institution.
- ii. Must be registered with the Pharmacy Board
- iii. A valid Annual Certificate of Practice

b) Working experience

Nil.

c) Required Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

OFFICE OF THE SENIOR CONSULTANT- PAEDIATRICS AND CHILD HEALTH

Job Title: Senior Consultant (Paediatrics and Child Health)

Salary Scale: U1SE

Reports to: Deputy Executive Director

Responsible for: Heads of divisions (Paediatric Infectious Diseases, Neonatology, Paediatric Hematology, Paediatric Nutrition Paediatric Gastroenterology and Hepatology, Paediatric Endocrinology, Paediatric Nephrology, Paediatric Pulmonology (Respiratory Infections and Allergies), Paediatric Neurology, Paediatric Critical Care, Paediatric heumatology, Adolescents Healthcare)

Job purpose

To provide strategic leadership and guidance in the delivery of quality paediatrics and child health services in the country.

Key duties and responsibilities

- 1) Coordinating the development, review and implementation of protocols, guidelines and strategies of clinical governance at the hospital in line with national health regulatory framework.
- 2) Coordinating the development of departmental work plans and budgets.
- 3) Coordinating the development of new and strengthening existing internal medicine services to ensure quality.
- 4) Supervising the development, implementation and compliance of Projects in line with the existing regulatory framework.
- 5) Conducting regular audit and reviewing incidents with clinical teams to recommend solutions to minimize reoccurrence.
- 6) Coordinating the development and implementation of Research and innovation.
- 7) Conducting stakeholder analysis and engagement to promote quality health service delivery.
- 8) Conducting performance management of staff.

Person specifications

a) Academic qualifications

- i. An MbChb from a recognized university.
- ii. A Master of Medicine in Paediatrics and Child Health from a recognized university/institution.
- iii. A fellowship in any subspeciality of Paediatrics and Child Health.
- iv. A post graduate qualification in management from a recognized university/institution.
- v. Registration with the Medical and Dental Practitioners Council
- vi. Possession of a valid practicing license.

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC INFECTIOUS DISEASES

Job Title: Senior Consultant - Paediatric Infectious Diseases
Salary Scale: U1SE
Reports to: Senior Consultant (Paediatrics and Child Health)
Responsible for: Consultant - Paediatric Infectious Diseases

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric infectious diseases services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric infectious diseases.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric infectious diseases clinics in the hospital.
- 6) To plan, coordinate and conduct research in the area of Paediatric Infectious Diseases.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Infectious Diseases for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric infectious diseases services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatric Infectious Diseases from a recognized University/Institution.
- iii. Fellowship in Paediatric Infectious Diseases.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Infectious Diseases
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Infectious Diseases
Responsible for: Medical Officer Special Grade - Paediatric Infectious Diseases

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric infectious diseases services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized paediatric infectious diseases clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric infectious diseases.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Infectious Diseases.
- 11) To plan and coordinate continuing Medical Education in Paediatric Infectious Diseases for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric infectious diseases services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatric Infectious Diseases from a recognized University/Institution.
- iii. Fellowship in Paediatric Infectious Diseases.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Infectious Diseases

Salary Scale: U2

Reports to: Consultant - Paediatric Infectious Diseases

Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric infectious diseases services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To diagnose and treat complicated cases in paediatric infectious diseases.
- 2) To conduct specialized paediatric infectious diseases clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Infectious Diseases.
- 11) To conduct continuous professional development in Paediatric Infectious Diseases at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric infectious diseases services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in paediatrics and Child health from recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license.

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF NEONATOLOGY

Job Title : Consultant - Neonatology
Salary Scale: U1SE
Reports to : Senior Consultant- Paediatrics and Child Health
Responsible for: Medical Officer Special Grade - Neonatology

Job Purpose

To provide technical support and guidance in the management and delivery of quality Neonatology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized Neonatology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in Neonatology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Neonatology.
- 11) To plan and coordinate continuing Medical Education in Neonatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Neonatology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from recognized University/Institution.
- iii. Fellowship in Neonatology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Neonatology
Salary Scale: U2
Reports to: Consultant - Neonatology
Responsible for: Medical Officer

Job Purpose

To provide specialized neonatology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in Neonatology.
- 2) To conduct specialized Neonatology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in Neonatology.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Neonatology.
- 11) To conduct continuous professional development in Neonatology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Neonatology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC HEMATOLOGY

Job Title: Senior Consultant - Paediatric Hematology
Salary Scale: U1SE
Reports to: Senior Consultant – Paediatrics and Child Health
Responsible for: Consultant - Paediatric Hematology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric hematology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric hematology
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric hematology clinics in the hospital.
- 6) To plan, coordinate and conduct research in Paediatric Hematology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Hematology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric hematology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institutions.
- iii. Fellowship in Paediatric Hematology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Hematology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Hematology
Responsible for: Medical Officer Special Grade - Paediatric Hematology

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric hematology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric hematology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in paediatric hematology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports.
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Hematology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Hematology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric hematology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from recognized University/Institution.
- iii. Fellowship in Paediatric Hematology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Hematology
Salary Scale: U2
Reports to: Consultant - Paediatric Hematology
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric hematology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric hematology.
- 2) To conduct specialized paediatric hematology clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in Paediatric Hematology.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Hematology.
- 11) To conduct continuous professional development in Paediatric Hematology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric hematology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC NUTRITION

Job Title: Senior Consultant - Paediatric Nutrition
Salary Scale: U1SE
Reports to: Senior Consultant- Paediatric and Child Health
Responsible for: Consultant - Paediatric Nutrition

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric nutrition services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on all matters relating to paediatric nutrition.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric nutrition clinics in the hospital.
- 6) To plan, coordinate and conduct research in paediatric nutrition related fields.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Nutrition for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric nutrition services.

Person Specifications

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine in Paediatrics and child health from a recognized University/Institutions.
- iii. Fellowship in Paediatric Nutrition
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Nutrition
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Nutrition
Responsible for: Medical Officer Special Grade - Paediatric Nutrition

Job Purpose:

To provide technical support and guidance in the management and delivery of quality paediatric nutrition services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized paediatric nutrition Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on matters relating to paediatric nutrition.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in paediatric nutrition related fields.
- 11) To plan and coordinate continuing Medical Education in Paediatric Nutrition for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering paediatric nutrition services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Nutrition
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Nutrition
Salary Scale: U2
Reports to: Consultant - Paediatric Nutrition
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric nutrition services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated paediatric nutrition cases.
- 2) To conduct specialized paediatric nutrition clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines for cardiology services.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Nutrition.
- 11) To conduct continuous professional development in Paediatric Nutrition at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for delivering paediatric nutrition services.

Person Specifications:

a) Academic qualifications

- i. MB.CH. B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC GASTROENTEROLOGY AND HEPATOLOGY

Job Title: Senior Consultant - Paediatric Gastroenterology and Hepatology

Salary Scale: U1SE

Reports to: Senior Consultant – Paediatrics and Child Health

Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric gastroenterology and hepatology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions in the area of paediatric gastroenterology and hepatology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric gastroenterology and hepatology clinics in the hospital.
- 6) To plan, coordinate and conduct research in his/her specialty.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Gastroenterology and Hepatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric gastroenterology and hepatology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Gastroenterology from a recognized University/Institution.
- iii. Fellowship in Paediatric Gastroenterology And Hepatology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Gastroenterology and Hepatology
Salary Scale: U1SE
Reports to: Senior Consultant - Paediatric Gastroenterology and Hepatology
Responsible for: Medical Officer Special Grade - Paediatric Gastroenterology and Hepatology

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric gastroenterology and hepatology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized paediatric gastroenterology and hepatology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric gastroenterology and hepatology.
- 5) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Gastroenterology and Hepatology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Gastroenterology and Hepatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric gastroenterology and hepatology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institutions.
- iii. Fellowship in paediatric gastroenterology and hepatology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Gastroenterology and Hepatology

Salary Scale: U2

Reports to: Consultant - Paediatric Gastroenterology and Hepatology

Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric gastroenterology and hepatology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric gastroenterology and hepatology.
- 2) To conduct specialized paediatric gastroenterology and hepatology clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in paediatric gastroenterology and hepatology.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research Paediatric Gastroenterology and Hepatology.
- 11) To conduct continuous professional development in Paediatric Gastroenterology and Hepatology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric gastroenterology and hepatology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC ENDOCRINOLOGY

Job Title: Senior Consultant - Paediatric Endocrinology
Salary Scale: U1SE
Reports to: Senior Consultant- Paediatrics and Child Health
Responsible for: Consultant

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality healthcare services in paediatric endocrinology at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution in paediatric endocrinology
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric endocrinology clinics in the hospital.
- 6) To plan, coordinate and conduct research in paediatric endocrinology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Endocrinology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric endocrinology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Endocrinology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Endocrinology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Endocrinology
Responsible for: Medical Officer Special Grade - Paediatric Endocrinology

Job Purpose:

To provide technical support and guidance in the management and delivery of quality paediatric endocrinology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric endocrinology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in paediatric endocrinology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Endocrinology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Endocrinology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required paediatric endocrinology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Fellowship in Paediatric Endocrinology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Endocrinology
Salary Scale: U2
Reports to: Consultant - Paediatric Endocrinology
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric endocrinology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric endocrinology.
- 2) To conduct specialized paediatric endocrinology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Endocrinology.
- 11) To conduct continuous professional development in Paediatric Endocrinology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric endocrinology.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC NEPHROLOGY

Job Title: Senior Consultant - Paediatric Nephrology
Salary Scale: U1SE
Reports to: Senior Consultant- Paediatrics and Child Health
Responsible for: Consultant - Paediatric Nephrology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric nephrology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric nephrology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized Paediatric Nephrology clinics in the hospital.
- 6) To plan, coordinate and conduct research in Paediatric Nephrology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Nephrology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric nephrology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Nephrology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience:

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Nephrology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Nephrology
Responsible for: Medical Officer Special Grade - Paediatric Nephrology

Job Purpose:

To provide technical support and guidance in the management and delivery of quality paediatric nephrology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric nephrology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric nephrology
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Nephrology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Nephrology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric nephrology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Nephrology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Nephrology
Salary Scale: U2
Reports to: Consultant
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric nephrology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cases in paediatric nephrology.
- 2) To conduct specialized paediatric nephrology clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in paediatric nephrology.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Nephrology.
- 11) To conduct continuous professional development in Paediatric Nephrology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric nephrology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC PULMONOLOGY (RESPIRATORY INFECTIONS AND ALLERGIES)

Job Title: Senior Consultant - Paediatric Pulmonology
Salary Scale: U1SE
Reports to: Senior Consultant- Paediatrics and Child Health
Responsible for: Consultant - Paediatric Pulmonology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Paediatric Pulmonology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric pulmonology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric pulmonology clinics in the hospital.
- 6) To plan, coordinate and conduct research in Paediatric Pulmonology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Pulmonology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric pulmonology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Pulmonology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Pulmonology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Pulmonology
Responsible for: Medical Officer Special Grade

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric pulmonology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric pulmonology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric pulmonology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Pulmonology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Pulmonology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric pulmonology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Fellowship in Paediatric Pulmonology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Pulmonology
Salary Scale: U2
Reports to: Consultant - Paediatric Pulmonology
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric pulmonology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric pulmonology.
- 2) To conduct specialized paediatric pulmonology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in paediatric pulmonology.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research In Paediatric Pulmonology.
- 11) To conduct continuous professional development in Paediatric Pulmonology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric pulmonology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and child health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC NEUROLOGY

Job Title: Senior Consultant - Paediatric Neurology
Salary Scale: U1SE
Reports to: Senior Consultant – Paediatric and Child Health
Responsible for: Consultant - Paediatric Neurology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric neurology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric neurology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric neurology clinics in the hospital.
- 6) To plan, coordinate and conduct research in paediatric neurology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Neurology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric neurology services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Neurology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Neurology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Neurology
Responsible for: Medical Officer Special Grade - Paediatric Neurology

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric neurology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized paediatric neurology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric neurology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Neurology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Neurology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric neurology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and child Health from a recognized University/Institution.
- iii. Fellowship in Paediatric Neurology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Neurology
Salary Scale: U2
Reports to: Consultant - Paediatric Neurology
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric neurology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric neurology.
- 2) To conduct specialized paediatric neurology clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in paediatric neurology.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in Paediatric Neurology.
- 11) To conduct continuous professional development in Paediatric Neurology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric neurology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license.

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC CARDIOLOGY

Job Title: Senior Consultant - Paediatric Cardiology
Salary Scale: U1SE
Reports to: Senior Consultant – Paediatrics and Child Health
Responsible for: Consultant - Paediatric Cardiology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric cardiology services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric cardiology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized Paediatric Cardiology clinics in the hospital.
- 6) To plan, coordinate and conduct research Paediatric Cardiology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education Paediatric Cardiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric cardiology services.

Person Specifications

a) Academic Qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Cardiology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Cardiology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Cardiology
Responsible for: Medical Officer Special Grade - Paediatric Cardiology

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric cardiology services in at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric cardiology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in paediatric cardiology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in Paediatric Cardiology.
- 11) To plan and coordinate continuing Medical Education in paediatric Cardiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric cardiology services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Cardiology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Cardiology

Salary Scale: U2

Reports to: Consultant

Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric cardiology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions in paediatric cardiology.
- 2) To conduct specialized paediatric cardiology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in paediatric cardiology.
- 11) To conduct continuous professional development in paediatric cardiology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric cardiology services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and child health from recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC CRITICAL CARE

Job Title: Senior Consultant (Intensivist)
Salary Scale: U1SE
Reports to: Senior Consultant – Paediatrics and Child Health
Responsible for: Consultant (Intensivist)

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric critical care services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric critical care.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric critical care clinics in the hospital.
- 6) To plan, coordinate and conduct research paediatric critical care.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Critical Care for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric critical care services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health, Emergency Medicine, or Anesthesiology from a recognized University/Institution.
- iii. Fellowship in paediatric critical care or Intensive Care
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant (Intensivist)
Salary Scale: U1SE
Reports to : Senior Consultant (Intensivist)
Responsible for: Medical Officer Special Grade (Intensivist)

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric critical care services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric critical care clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric critical care.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in paediatric critical care.
- 11) To plan and coordinate continuing Medical Education in Paediatric Critical Care for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric critical care services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health, Emergency Medicine, or Anesthesiology from a recognized University/Institution.
- iii. Fellowship in paediatric critical care or intensive Care

- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade (Intensivist)
Salary Scale: U2
Reports to: Consultant (Intensivist)
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric critical care services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated conditions paediatric critical care.
- 2) To conduct specialized paediatric critical care clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in paediatric critical care.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in paediatric critical care.
- 11) To conduct continuous professional development in paediatric critical care at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric critical care services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health, Emergency Medicine, or Anesthesiology from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license.

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC RHEUMATOLOGY

Job Title: Senior Consultant - Paediatric Rheumatology
Salary Scale: U1SE
Reports to: Senior Consultant – Paediatrics and Child Health
Responsible for: Consultant - Paediatric Rheumatology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality paediatric rheumatology services in at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on paediatric rheumatology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized clinics in the hospital.
- 6) To plan, coordinate and conduct research in paediatric rheumatology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Paediatric Rheumatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric rheumatology.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Masters of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Fellowship in paediatric rheumatology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Rheumatology
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Rheumatology
Responsible for: Medical Officer Special Grade - Paediatric Rheumatology

Job Purpose

To provide technical support and guidance in the management and delivery of quality paediatric rheumatology services in at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized paediatric rheumatology clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric rheumatology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in paediatric rheumatology.
- 11) To plan and coordinate continuing Medical Education in Paediatric Rheumatology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric rheumatology.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Masters of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Paediatric Rheumatology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Rheumatology
Salary Scale: U2
Reports to: Consultant - Paediatric Rheumatology
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric rheumatology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cases in paediatric rheumatology.
- 2) To conduct specialized paediatric rheumatology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in paediatric rheumatology.
- 11) To conduct continuous professional development in Paediatric Rheumatology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric rheumatology.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in paediatrics and Child health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license.

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF ADOLESCENTS HEALTH CARE**Job Title: Senior Consultant - Adolescents Health Care****Salary Scale: U1SE****Reports to: Senior Consultant - Paediatrics and Child Health****Responsible for: Consultant - Adolescents Health Care****Job Purpose**

To provide strategic leadership and guidance in the management and delivery of quality adolescent health services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on adolescent health.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized adolescent health clinics in the hospital.
- 6) To plan, coordinate and conduct research in adolescent health.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Adolescent Health for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for adolescent health.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Adolescent Health from a recognized University/Institution.
- iii. Fellowship in Adolescent Health/Medicine.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Adolescents Health Care
Salary Scale: U1SE
Reports to : Senior Consultant - Adolescents Health Care
Responsible for: Medical Officer Special Grade - Adolescents Health Care

Job Purpose

To provide technical support and guidance in the management and delivery of quality adolescent health services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To run specialized adolescent health clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in adolescent health.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in adolescent health.
- 11) To plan and coordinate continuing Medical Education in Adolescent Health for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for adolescent health.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child health from a recognized University/Institution.
- iii. Fellowship in Adolescent Health/Medicine.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Adolescents Health Care
Salary Scale: U2
Reports to: Consultant - Adolescents Health Care
Responsible for: Medical Officer

Job Purpose

To provide specialized adolescent health services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cases in adolescent health.
- 2) To conduct specialized Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in adolescent health care.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in adolescent health.
- 11) To conduct continuous professional development in Adolescent Health at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for adolescent health services.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Paediatrics and Child Health from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license.

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DEPARTMENT OF SURGERY**OFFICE OF THE SENIOR CONSULTANT**

Job Title: Senior Consultant (Surgery)
Salary Scale: U1SE
Reports to: Deputy Executive Director
Responsible for: Heads of divisions (Breast and Endocrine Surgery, Cardiothoracic Surgery, GIT Surgery, Paediatric Surgery, Ophthalmology, Anaesthesiology, Ear, Nose and Throat (ENT) Surgery)

Job purpose

To provide strategic leadership and guidance in the delivery of quality surgical services in the country.

Key duties and responsibilities

- 1) Coordinating the development, review and implementation of protocols, guidelines and strategies of clinical governance at the hospital in line with national health regulatory framework.
- 2) Coordinating the development of departmental work plans and budgets.
- 3) Coordinating the development of new and strengthening existing surgery services to ensure quality.
- 4) Supervising the development, implementation and compliance of Projects in line with the existing regulatory framework.
- 5) Conducting regular audit and reviewing incidents with clinical teams to recommend solutions to minimize reoccurrence.
- 6) Coordinating the development and implementation of Research and innovation.
- 7) Conducting stakeholder analysis and engagement to promote quality health service delivery.
- 8) Conducting performance management of staff.

Person specifications

a) Academic qualifications

- i. An MbChb from a recognized university.
- ii. A Master of Medicine in surgery from a recognized university/institution.
- iii. A fellowship in surgery.
- iv. A post graduate qualification in management from a recognized University/institution.
- v. Registration with the Medical and Dental Practitioners Council.
- vi. Possession of a valid practicing license.

b) Working experience

At least twelve (12) years working experience, three (3) of which should have been served at consultant level in government or an equivalent level from a reputable organization

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Financial management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF BREAST AND ENDOCRINE SURGERY

Job Title: Senior Consultant - Breast and Endocrine Surgery

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Breast and Endocrine Surgery

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality breast and endocrine surgical services at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on breast and endocrine surgery.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized breast and endocrine surgery clinics in the hospital.
- 6) To plan, coordinate and conduct research breast and endocrine surgery.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in breast and endocrine surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for breast and endocrine surgery.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Breast and Endocrine Surgery.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Breast and Endocrine Surgery
Salary Scale: U1SE
Reports to : Senior Consultant - Breast and Endocrine Surgery
Responsible for: Medical Officer Special Grade - Breast and Endocrine Surgery

Job Purpose

To provide technical support and guidance in the management and delivery of quality breast and endocrine surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized breast and endocrine surgery clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on breast and endocrine surgery.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in breast and endocrine surgery.
- 11) To plan and coordinate continuing Medical Education in Breast and Endocrine Surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for breast and endocrine surgery.

Person Specifications:**a) Academic Qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Breast and Endocrine Surgery.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Breast and Endocrine Surgery
Salary Scale: U2
Reports to: Consultant - Breast and Endocrine Surgery
Responsible for: Medical Officer

Job Purpose

To provide specialized breast and endocrine surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cases in breast and endocrine surgery.
- 2) To conduct specialized breast and endocrine surgery Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in breast and endocrine surgery.
- 11) To conduct continuous professional development in breast and endocrine surgery at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for breast and endocrine surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF CARDIOTHORACIC SURGERY

Job Title: Senior Consultant - Cardiothoracic Surgery

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Cardiothoracic Surgery

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality cardiothoracic services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on cardiothoracic surgery.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized cardiothoracic surgery clinics in the hospital.
- 6) To plan, coordinate and conduct research in cardiothoracic surgery.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in cardiothoracic surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for cardiothoracic surgery services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Cardiothoracic Surgery.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license.

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Cardiothoracic Surgery
Salary Scale: U1SE
Reports to : Senior Consultant - Cardiothoracic Surgery
Responsible for: Medical Officer Special Grade - Cardiothoracic Surgery

Job Purpose

To provide technical support and guidance in the management and delivery of quality cardiothoracic services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized cardiothoracic surgery Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on cardiothoracic surgery.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in cardiothoracic surgery.
- 11) To plan and coordinate continuing Medical Education in cardiothoracic surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for cardiothoracic surgery.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Cardiothoracic Surgery
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Cardiothoracic Surgery
Salary Scale: U2
Reports to: Consultant - Cardiothoracic Surgery
Responsible for: Medical Officer

Job Purpose

To provide specialized cardiothoracic surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated cardiothoracic cases.
- 2) To conduct specialized cardiothoracic Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in cardiothoracic surgery.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in cardiothoracic surgery.
- 11) To conduct continuous professional development in cardiothoracic surgery at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for cardiothoracic surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF GIT SURGERY

Job Title: Senior Consultant – GIT Surgery (Upper GIT)

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Cardiothoracic Surgery

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality gastrointestinal surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions in upper gastrointestinal surgery.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized upper gastrointestinal surgery clinics in the hospital.
- 6) To plan, coordinate and conduct research in upper gastrointestinal surgery.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in upper gastrointestinal surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for upper gastrointestinal surgery.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Gastroenterology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Senior Consultant – GIT Surgery (Lower GIT)
Salary Scale: U1SE
Reports to: Senior Consultant (Surgery)
Responsible for: Consultant – GIT Surgery (Lower GIT)

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality gastrointestinal surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on lower gastrointestinal surgery.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized lower gastrointestinal surgery clinics in the hospital.
- 6) To plan, coordinate and conduct research in gastrointestinal surgery.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in lower gastrointestinal surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for lower gastrointestinal surgery.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Gastroenterology
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - GIT Surgery (Upper GIT)
Salary Scale: U1SE
Reports to : Senior Consultant - GIT Surgery (Upper GIT)
Responsible for: Medical Officer Special Grade - GIT Surgery (Upper GIT)

Job Purpose

To provide technical support and guidance in the management and delivery of quality gastrointestinal surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized upper gastrointestinal surgery Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on upper gastrointestinal surgery.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in upper gastrointestinal surgery.
- 11) To plan and coordinate continuing Medical Education in upper gastrointestinal surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for upper gastrointestinal surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Gastroenterology Surgery.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - GIT Surgery (Lower GIT)
Salary Scale: U1SE
Reports to : Senior Consultant - GIT Surgery (Lower GIT)
Responsible for: Medical Officer Special Grade - GIT Surgery (Lower GIT)

Job Purpose

To provide technical support and guidance in the management and delivery of quality gastrointestinal surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized lower gastrointestinal surgery Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institution in gastrointestinal surgery.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in lower gastrointestinal surgery.
- 11) To plan and coordinate continuing Medical Education in lower gastrointestinal surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for lower gastrointestinal surgery.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Gastroenterology surgery
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade – GIT Surgery
Salary Scale: U2
Reports to: Consultant – GIT Surgery
Responsible for: Medical Officer

Job Purpose

To provide specialized gastrointestinal surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated gastrointestinal surgery cases.
- 2) To conduct specialized gastrointestinal surgery Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in gastrointestinal surgery.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in gastrointestinal surgery.
- 11) To conduct continuous professional development in gastrointestinal surgery at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for gastrointestinal surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF PAEDIATRIC SURGERY

Job Title: Senior Consultant - Paediatric Surgery

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Paediatric Surgery

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality healthcare services in paediatric surgery at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institution on paediatric surgery.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as well as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized paediatric surgery clinics in the hospital.
- 6) To plan, coordinate and conduct research in paediatric surgery.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in paediatric surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric surgery.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Paediatric Surgery
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Paediatric Surgery
Salary Scale: U1SE
Reports to : Senior Consultant - Paediatric Surgery
Responsible for: Medical Officer Special Grade - Paediatric Surgery

Job Purpose

To provide technical support and guidance in the management and delivery of quality healthcare services in paediatric surgery at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized paediatric surgery Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on paediatric surgery.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in paediatric surgery.
- 11) To plan and coordinate continuing Medical Education in paediatric surgery for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric surgery.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Fellowship in Paediatric Surgery
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Paediatric Surgery
Salary Scale: U2
Reports to: Consultant – (Paediatric Surgery)
Responsible for: Medical Officer

Job Purpose

To provide specialized paediatric surgery services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated paediatric conditions that need surgery.
- 2) To conduct specialized paediatric surgery Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines for paediatric surgery.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in paediatric surgery.
- 11) To conduct continuous professional development in paediatric surgery at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for paediatric surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine in Surgery from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF OPHTHALMOLOGY

Job Title: Senior Consultant - Ophthalmology

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Ophthalmology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality healthcare services in ophthalmology at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To diagnose specialised ophthalmological conditions and performing the necessary surgical procedures or interventions.
- 2) To conduct outpatient's ophthalmology clinics and outreach Services.
- 3) To provide technical and professional ophthalmology advice to Government,
- 4) To manage the provision of ophthalmological services in National and Regional Referral hospitals and its catchment area.
- 5) To supervise Ophthalmologists and other eye health professionals under him/her.
- 6) To conduct technical support supervision to lower health facilities
- 7) To plan and coordinate training programmes including Continuous Professional Development (CPD) of eye health professionals.
- 8) Training Ophthalmologists, interns, and other eye health professionals.
- 9) Enforce adherence to professional Code of Conduct and Ethics by staff
- 10) Conduct and coordinate research activities
- 11) To plan and coordinate continuing Medical Education in ophthalmology for Health Professionals at the Hospital and the Catchment area of the Hospital.

- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for ophthalmic surgery.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ophthalmology from a recognized University/Institution.
- iii. Fellowship in Ophthalmology subspecialty
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Ophthalmology
Salary Scale: U1SE
Reports to : Senior Consultant - Ophthalmology
Responsible for: Medical Officer Special Grade - Ophthalmology

Job Purpose

To provide technical support and guidance in the management and delivery of quality healthcare services in ophthalmology at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide specialised ophthalmology services.
- 2) To provide technical and professional advice to Government
- 3) To conduct support supervision to Medical Officers Special Grade, Medical Officers, Interns, and other Health Professionals under him/her.
- 4) To train Medical Officers Special Grade, Medical Officers, and other health professionals.
- 5) To plan and coordinate in-service training programs to all health professionals.
- 6) To plan and participate in CPD in his/her specialty, for health professionals at the hospital and its catchment area.
- 7) To plan and conduct operational research in his/her specialty.
- 8) To enforce discipline and adherence to professional code of conduct by the staff.
- 9) To provide technical and professional advice to Government, and health facilities.
- 10) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for ophthalmic surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ophthalmology from a recognized University/Institution.
- iii. Fellowship in Ophthalmology subspecialty
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Ophthalmology
Salary Scale: U2
Reports to: Consultant - Ophthalmology
Responsible for: Medical Officer

Job Purpose

To provide specialized ophthalmology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated ophthalmic conditions.
- 2) To conduct specialized ophthalmic Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in ophthalmology.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in ophthalmology.
- 11) To conduct continuous professional development in ophthalmology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for ophthalmic surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ophthalmology from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF ANAESTHESIOLOGY

Job Title: Senior Consultant - Anaesthesiology

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Anaesthesiology

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality healthcare services in Anaesthesiology at the hospital and its catchment area.

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on anaesthesiology.
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized anaesthesiology clinics in the hospital.
- 6) To plan, coordinate and conduct research in anaesthesiology.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in anaesthesiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for anaesthesiology.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Anaesthesiology from a recognized University/Institution.
- iii. Fellowship in Anaesthesiology subspecialty.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Anaesthesiology
Salary Scale: U1SE
Reports to : Senior Consultant - Anaesthesiology
Responsible for: Medical Officer Special Grade - Anaesthesiology

Job Purpose

To provide technical support and guidance in the management and delivery of quality healthcare services in anaesthesiology at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized anaesthesiology Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on anaesthesiology.
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct research in anaesthesiology.
- 11) To plan and coordinate continuing Medical Education in anaesthesiology for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for anaesthesiology.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Anaesthesiology from a recognized University/Institution.
- iii. Fellowship in Anaesthesiology subspeciality
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Anaesthesiology
Salary Scale: U2
Reports to: Consultant - Anaesthesiology
Responsible for: Medical Officer

Job Purpose

To provide specialized anaesthesiology services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run chronic pain services and lead intensive care units.
- 2) To conduct specialized anaesthesiology Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in anaesthesiology.
- 7) To teach Medical Students as wells as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in anaesthesiology.
- 11) To conduct continuous professional development in anaesthesiology at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for anaesthesiology.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Anaesthesiology from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

DIVISION OF EAR, NOSE AND THROAT (ENT) SURGERY

Job Title: Senior Consultant - Ear, Nose and Throat (ENT) Surgery

Salary Scale: U1SE

Reports to: Senior Consultant (Surgery)

Responsible for: Consultant - Ear, Nose and Throat (ENT) Surgery

Job Purpose

To provide strategic leadership and guidance in the management and delivery of quality Ear, Nose and Throat (ENT) services in at the hospital and its catchment area

Key Duties and responsibilities

- 1) To provide technical and professional advice to Government or Institutions on Ear, Nose and Throat (ENT).
- 2) To supervise and train Consultants, Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 3) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 4) To coordinate and manage a referral system for patients at the National level.
- 5) To run specialized Ear, Nose and Throat (ENT) clinics in the hospital.
- 6) To plan, coordinate and conduct Ear, Nose and Throat (ENT) research.
- 7) To supervise and train Intern Doctors.
- 8) To conduct major and grand Ward Rounds.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan and coordinate continuing Medical Education in Ear, Nose and Throat (ENT) for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 11) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Ear, Nose and Throat (ENT) services.

Person Specifications

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ear, Nose and Throat (ENT) from a recognized University/Institution.
- iii. Fellowship in a subspecialty in Ear, Nose and Throat (ENT) /Otolaryngology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least twelve (12) years working experience, three (3) of which should have been served at Consultant level in government or an equivalent level from a reputable organization.

c) Competencies

(i) Technical

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title : Consultant - Ear, Nose and Throat (ENT) Surgery
Salary Scale: U1SE
Reports to : Senior Consultant - Ear, Nose and Throat (ENT) Surgery
Responsible for: Medical Officer Special Grade - Ear, Nose and Throat (ENT) Surgery

Job Purpose

To provide technical support and guidance in the management and delivery of quality Ear, Nose and Throat (ENT) services in at the hospital and its catchment area

Key Duties and responsibilities

- 1) To run specialized Ear, Nose and Throat (ENT) Clinics.
- 2) To manage and supervise Ward Rounds.
- 3) To supervise and train Medical Officers Special Grade, Medical Officers and other Health professionals under him/her.
- 4) To provide technical and professional advice to Government or Institutions on Ear, Nose and Throat (ENT).
- 5) To teach Postgraduate and Undergraduates Medical Students as wells as other Health Students.
- 6) Developing departmental work plans, budgets and reports
- 7) To supervise and train Intern Doctors.
- 8) To coordinate and manage a referral system for patients at the National level.
- 9) To ensure that discipline and the ethical code of conduct are observed by the staff under him/her.
- 10) To plan, coordinate and conduct Ear, Nose and Throat (ENT) research.
- 11) To plan and coordinate continuing Medical Education in the Ear, Nose and Throat (ENT) for Health Professionals at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for Ear, Nose and Throat (ENT)services.

Person Specifications:**a) Academic qualifications**

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ear, Nose and Throat (ENT) from a recognized University/Institution.
- iii. Fellowship in a subspecialty in Ear, Nose and Throat (ENT)/Otolaryngology.
- iv. Registration with the Uganda Medical and Dental Practitioners Council.
- v. A valid practicing license

b) Working Experience

At least nine (9) years working experience, three (3) of which should have been served at Medical Officer Special Grade level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management
- Strategic thinking

(ii) Behavioral

- Leadership
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

Job Title: Medical Officer Special Grade - Ear, Nose and Throat (ENT) Surgery

Salary Scale: U2

Reports to: Consultant

Responsible for: Medical Officer

Job Purpose

To provide specialized Ear, Nose and Throat (ENT) services at the hospital and its catchment area

Key Duties and responsibilities

- 1) To diagnose and treat complicated Ear, Nose and Throat (ENT) conditions.
- 2) To conduct specialized Ear, Nose and Throat (ENT) Clinics.
- 3) To manage referral patients at the National level.
- 4) To conduct Ward Rounds.
- 5) To supervise, coach, mentor, appraise and train Medical Officers and other Health professionals under him/her.
- 6) To draft standard operating procedures, clinical protocols and guidelines in Ear, Nose and Throat (ENT) surgery.
- 7) To teach Medical Students as well as other Health Students.
- 8) To supervise and train Intern Doctors.
- 9) To enforce adherence to the professional code of conduct and ethics.
- 10) To conduct research in the Ear, Nose and Throat (ENT) field.
- 11) To conduct continuous professional development in the Ear, Nose and Throat (ENT) division at the Hospital and the Catchment area of the Hospital.
- 12) To provide technical guidance on the specifications for procurement of equipment, drugs and other logistics required for ENT surgery.

Person Specifications:

a) Academic qualifications

- i. MB.CH.B from a recognized University.
- ii. Master of Medicine degree in Ear, Nose and Throat (ENT) from a recognized University/Institution.
- iii. Registration with the Uganda Medical and Dental Practitioners Council.
- iv. A valid practicing license

b) Working Experience

At least six (6) years working experience, three (3) of which should have been served at Senior Medical Officer level in government or an equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Research and analytical skills
- Human resource management
- Risk management

(ii) Behavioral

- Team work
- Negotiation and mediation skills
- Communicating effectively
- Ethics and integrity
- Concern for quality and standards
- Time management

ALLIED HEALTH PROFESSIONALS

Vector control

Job title	:	Senior Assistant Vector Control Officer
Salary scale	:	U4
Reports to	:	Senior Vector Control Officer
Responsible for	:	Assistant Vector Control Officer

Job purpose

To provide technical support and guidance in the implementation of vector control programs and services.

Key duties and Responsibilities

- 1) Implementing vector control programs and activities.
- 2) Coordinating and implementing vector control services in the community
- 3) Requisitioning and accounting for resources and other supplies.
- 4) Supervising maintenance of vector control equipment.
- 5) Initiating and participating in research activities.
- 6) Imparting knowledge and skills to students and staff.
- 7) Ensuring that staff adheres to Professional Code of Conduct and Ethics for staff.
- 8) Supervising and appraising staff.
- 9) Compiling and submitting reports.

Person specifications

a) Academic qualifications

- i. Diploma in medical entomology and parasitology from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

At least three (3) years working experience at Assistant Medical Vector Control Officer from Government or reputable organization.

c) Required competencies**(i) Technical**

- Health Information System Management
- Planning, Organizing and Coordinating
- Coaching and Mentoring
- Managing Employee Performance
- Information Communication Technology

(ii) Behavioral

- Concern for Quality and Standards
- Ethics and Integrity
- Results orientation
- Time management
- Ethics and Integrity

Job title : **Assistant Vector Control Officer**
Salary scale : **U5 Med-2**
Reports to : **Senior Assistant Vector Control Officer**
Directly supervise : **None**

Job purpose:

To implement vector control programmes and activities

Key duties and Responsibilities

- 1) Implementing Community Based vector control activities.
- 2) Enforcing Environmental Health Act, Regulations and By-laws.
- 3) Compiling and submitting activity data to the relevant offices.
- 4) Liaising with Local Authorities in organizing home improvement competition for vector control.
- 5) Participating in research activities.
- 6) Drafting and submitting periodic reports.
- 7) Maintaining field equipment.

Person Specifications

a) Academic qualifications

- i. A Diploma in Medical Entomology and Parasitology
- ii. Registered and gazetted by AHPC.

b) Working Experience

Nil

c) Required competencies

(i) Technical

- Planning and Organizing
- Records and information management
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioural

- Concern for Quality and Standards
- Results orientation
- Ethics and Integrity
- Communicating effectively
- Team work

PSYCHIATRIC CLINICAL MEDICINE

Job title	:	Principal Psychiatric Clinical Officer
Salary Scale	:	U3 Med 2
Reports to	:	Medical Officer Special Grade
Responsible for	:	Senior Psychiatric Clinical Officer

Job Purpose

To diagnose, treat and manage patients with mental illness and ensure management of the unit.

Key duties and Responsibilities

- 1) Diagnosing and treating and referring patients with mental illness.
- 2) Organizing and conducting community sensitization about mental health
- 3) Planning and budgeting for psychiatric clinical activities in the hospital
- 4) Initiating and participating in research activities.
- 5) Coordinating continuous professional development.
- 6) Enforcing the Professional Code of Conduct and Ethics
- 7) Accounting for allocated resources
- 8) Teaching, imparting knowledge and skills to students.
- 9) Managing performance of staff
- 10) Compiling and submitting reports.

Person Specifications

a) Academic qualifications

- i. Diploma in Mental Health or its equivalent from a recognized Institution.
- ii. Post basic qualification in either Health Services Management, or Public Health, Management, from a recognized institution
- iii. Registered and gazetted by AHPC.

b) Working experience

At least six (6) years three (3) of which should be at a level of Senior Assistant Psychiatric Clinical Officer level in Government or its equivalent from a reputable organization

c) Required competencies**(i) Technical**

- Strategic thinking
- Planning, organizing and coordinating.
- Information Communication Technology
- Financial Management
- Human Resource Management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Senior Psychiatric Clinical Officer**
Salary Scale : **U4Med 2**
Reports to : **Principal Psychiatric Clinical Officer**
Responsible for: **Psychiatric Clinical Officer**

Job Purpose

To diagnose, treat and manage patients with mental illness in the hospital and in the community.

Key duties and Responsibilities

- 1) Diagnosing, treating, and managing patients with mental illness.
- 2) Participating in planning and management psychiatric activities.
- 3) Managing and accounting for allocated resources.
- 4) Referring complicated cases to Psychiatrist.
- 5) Providing for protection of patients and staff.
- 6) Sensitizing communities about mental health.
- 7) Initiating and participating in research activities.
- 8) Adhering to Professional Code of Conduct and Ethics.
- 9) Carrying out human resource management activities like identifying human resource needs, training, promotional, leave and deployment.
- 10) Compiling and submitting reports

Person Specifications

a) Academic qualifications

- i. Diploma in Mental Health or its equivalent from a recognized Institution.
- ii. Registered and gazetted by AHPC.

b) Working experience

At least three years working experience as Assistant Psychiatric clinical Officer in Government or the equivalent from a reputable organization.

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating.
- Managing employee performance
- Information Communication Technology
- Records and Information Management
- Research and Analytical Skills

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Psychiatric Clinical Officer**
Salary Scale : **U5 Med 2**
Reports to : **Senior Psychiatric Clinical Officer**
Responsible for: **Mental Health Attendant**

Job Purpose

To diagnose, treat and manage patients with mental illness at the hospital and in the community

Key duties and Responsibilities

- 1) Diagnosing, treating, and managing patients with mental illness.
- 2) Managing and accounting for allocated resources.
- 3) Referring complicated cases to Senior Psychiatric Clinical Officer.
- 4) Participating in the protection of patients, relatives, and staff.
- 5) Participating in community sensitization about mental health.
- 6) Participating in research activities.
- 7) Adhering to Professional Code of Conduct and Ethics.
- 8) Compiling and Submitting reports

Person Specifications

a) Academic qualifications

- i. Diploma in Mental Health or its equivalent from a recognized Institution.
- ii. Registered and gazetted by AHPC.

b) Working experience

Nil

c) Required competencies

(i) Technical

- Planning and Organizing
- Records and information management
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioural

- Concern for Quality and Standards
- Results orientation
- Ethics and Integrity
- Communicating effectively
- Team work

Job Title: Principal Clinical Psychologist
Salary Scale: U2
Reports to: Medical Officer Special Grade
Responsible for: Senior Clinical Psychologist

Job Purpose:

To manage the delivery of psychological assessments, diagnoses, treatments and rehabilitation services to address emotional, mental and behavioral challenges or potential disorders of patients.

Key Responsibilities and Duties:

- 1) Carrying out psychological assessment, evaluation and treatment of patients;
- 2) Offering relevant treatment including psychotherapy and counselling;
- 3) Providing relevant psychological consultations for health care professionals in the management of noncompliance with unpleasant medical procedure;
- 4) Planning and conducting community outreach programmes;
- 5) Initiating and implementing research programmes and activities;
- 6) Training and supervising students on internship;
- 7) Planning and coordinating continuous professional development programmes for the staff;
- 8) Providing technical support and support supervision to health facilities and community rehabilitation centres;
- 9) Planning, budgeting and accounting for performance of the Clinical Psychology Unit;
- 10) Reviewing and updating clinical psychology operational standards and practices best on available evidence and evaluation methods;
- 11) Enforcing adherence to professional code of conduct and ethics by the staff; and
- 12) Supervising, mentoring and appraising staff.

Person Specifications:**a) Academic qualifications:**

- i. Must have Honor's Degree in Psychology or its equivalent from a recognized Institution.
- ii. A Masters' degree in either clinical or health psychology from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Administration, Management, or the equivalent from a recognized University/ Institution.

b) Working experience.

At least six (6) years relevant working experience, three (3) of which should be at Senior Senior Clinical Psychologist level in Government or the equivalent from a reputable mental healthcare institution.

c) Required competencies**(i) Technical**

- Strategic thinking
- Planning, organizing and coordinating.
- Managing employee performance
- Financial management
- Research and analytical skills

(ii) Behavioural

- Concern for quality and standards
- Interpersonal skills
- Leadership
- Public Relations and customer care
- Problem solving and decision making.

Job Title : **Senior Clinical Psychologist**
Salary Scale : **U3 SC**
Reports to : **Principal Clinical Psychologist**
Responsible for : **Clinical Psychologist**

Job Purpose:

To conduct psychological assessments, diagnoses and treatments of emotional, mental and behavioral disorders.

Key Responsibilities and Duties:

- 1) Carrying out psychological assessment, evaluation and treatment of patients.
- 2) Administering relevant treatments (therapies) to patients including psychotherapy and counselling;
- 3) Evaluating and referring patients for advanced psychological assessment, evaluation and treatment;
- 4) Participating in community outreach programmes.
- 5) Implementing research programmes and activities to enhance the understanding of clinical psychology;
- 6) Consulting with a variety of other behavioral and health professionals and organizations about mental illnesses and deviant behaviours;
- 7) Training and supervising student and staff;
- 8) Implementing continuous professional development programmes and activities for the staff;
- 9) Drafting and submitting work plans, budgets and performance reports to Principal Clinical Psychologist;
- 10) Liaising with Wards and Theatres in pre-operative, operative and post-operative patient care;
- 11) Supervising, mentoring and appraising staff.

Person Specifications:

a) Academic qualifications:

An honor's Degree in Psychology or its equivalent from a recognized Institution.

b) Working experience.

At least three (3) years relevant working experience served at Clinical Psychologist level in Government or the equivalent from a reputable mental healthcare institution.

c) Required competences.**(i) Technical**

- Extensive knowledge of mental illness
- Planning, organizing and coordinating
- Information Communication Technology
- Coaching and mentoring
- Research and analytical skills

(ii) Behavioural

- Concern for quality and standards
- Communicating effectively
- Teamwork
- Public Relations and customer care
- Problem solving and decision making

Job Title : **Clinical Psychologist**
Salary Scale : **U4**
Reports to : **Senior Clinical Psychologist**
Responsible for : **Nil**

Job Purpose:

To assess patients for identification of emotional, mental and behavioural challenges in their lives.

Key Responsibilities and Duties:

- 1) Carrying out psychological assessment and evaluation of clients;
- 2) Implementing determined treatments and counselling plans;
- 3) Assessing and referring complicated cases to Senior Clinical Psychologist for appropriate handling;
- 4) Providing technical support in the development and implementation of community outreach programmes and activities;
- 5) Attending continuous professional development programmes and activities for the staff;
- 6) Collecting, assembling, analysing and reporting research data and information;
- 7) Maintaining a safe and professional working environment for delivery of Clinical Psychology services; and
- 8) Preparing and submitting activity reports.

Person Specifications:

a) Academic qualifications:

Must have honor's Degree in Psychology or its equivalent from a recognized Institution.

b) Working experience.

Nil

c) Required competences.**(i) Technical**

- Knowledge management
- Records and information management
- Management of organisational environment
- Research and Analytical Skills
- Coaching and mentoring

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

IMAGING TECHNOLOGY

Job title	:	Principal Imaging Technologist
Salary Scale	:	U2 Med 2
Reports to	:	Assistant Commissioner, Medical Imaging Technology
Responsible for:		Senior Imaging Technologist Principal Radiographer

Job Purpose

To perform advanced imaging services and provide administrative and technical guidance.

Key duties and responsibilities

- 1) Performing advanced imaging services and or radiographic procedures.
- 2) Providing image pattern recognition services to referring clinicians.
- 3) Establishing and monitoring the implementation of quality assurance programs.
- 4) Conducting radiation protection and safety program in imaging.
- 5) Planning and budgeting for imaging and radiography services.
- 6) Protecting clients against ionizing radiation.
- 7) Undertaking research in imaging and radiography therapeutic services.
- 8) Supervising training and mentoring of students and staff.
- 9) Managing and accounting for allocated resources
- 10) Managing performance of staff
- 11) Managing radiography and imaging equipment, accessories, and logistics

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in either Medical Radiography, Medical Imaging Technology, or the equivalent from a recognized University/Institution
- ii. A Master's degree in either Medical Radiography, Medical Imaging Technology, or the equivalent from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Public Administration and Management, Hospital and Healthcare Management or the equivalent from a recognized University/Institution
- iv. Must be registered and gazetted by AHPC.

b) Working experience

At least six (6) years relevant working experience, three (3) of which should be at Senior Medical Technologist level in Government or the equivalent from a reputable healthcare institution.

c) Required competencies**(i) Technical**

- Strategic thinking
- Planning, organizing and coordinating.
- Managing employee performance
- Financial management
- Coaching and mentoring

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Senior Medical Imaging Technologist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Medical Imaging Technologist**
Responsible for: **Medical Imaging Technologist**

Job purpose:

To provide medical imaging and or radio therapeutic services

Key duties and responsibilities

- 1) Performing imaging and or radiographic procedures.
- 2) Providing image pattern recognition services to referring clinicians.
- 3) Protecting clients against ionizing radiation.
- 4) Implementing radiography quality assurance protocols and guidelines.
- 5) Preparing and submitting periodic radiography reports.
- 6) Training, and mentoring of students and other health workers.
- 7) Conducting radiation protection and safety practices.
- 8) Managing radiography and imaging equipment, accessories, and logistics.
- 9) Managing performance of staff

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in either Medical Radiography, Medical Imaging Technology or its equivalent from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

At least three (3) years relevant working experience as Medical Technologist level in Government or the equivalent from a reputable healthcare institution.

c) Required competencies**(i) Technical**

- Professional knowledge, procedure and Practices
- Planning, organizing and coordinating.
- Managing employee performance
- Management of Organisational environment
- Information Communication Technology

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Accountability
- Problem solving and decision making.

PHARMACY SERVICES

Job title : **Senior Pharmacist**
Salary Scale : **U3 Med 1**
Reports to : **Principal Pharmacist**
Responsible for: **Pharmacist**
Senior Pharmacy Technician

Job purpose:

To operationalize the system for rational use of medicines and health technologies

Key duties and responsibilities

- 1) Implementing policies, standards and guidelines on use and accountability of medicines and health technologies
- 2) Monitoring and evaluating system on use and accountability of medicines and health technologies
- 3) Implementing the annual medicines and health technologies use and accountability plan
- 4) Providing technical support to programmes, national and regional referral hospitals and districts on medicines and health technologies use
- 5) Building capacity of health workers for medicines and health technologies use
- 6) Conducting operational research in use of medicines and health technologies
- 7) Supervising, mentoring and appraising staff
- 8) Preparing and submitting periodic reports
- 9) Compiling and submitting data and information on national quantification assumptions/specifications compiled and submitted
- 10) Monitoring the national supply plan for medicines and health supplies
- 11) Collecting data on national and health facility stock status
- 12) Monitoring availability of drugs, stock levels and advising Clinicians and other Health Professionals on prescriptions.

Person specifications

a) Academic qualifications

- i. A Bachelor's degree in Pharmacy or its equivalent, from a recognized University/Institution.
- ii. Must be registered with the Pharmacy Board
- iii. Must have a valid Annual Certificate of Practice

b) Working experience

At least three (3) years relevant working experience as Pharmacist in Government or its equivalent in a reputable organization

c) Required competencies

(i) Technical

- Policy management
- Knowledge management
- Planning, organizing and coordinating
- Research and Analytical Skills
- Human resource management

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

Job title : **Pharmacist**
Salary Scale : U4Med 1
Reports to : **Senior Pharmacist**
Responsible for : **None**

Job purpose:

To prepare medicines and monitor efficacy of drugs in liaison with National Drug Authority

Key duties and responsibilities

- 1) Preparing medicines for patients.
- 2) Managing and accounting for allocated resources.
- 3) Requisitioning and ensuring that supplies are available.
- 4) Advising and updating Clinicians and other Health Professionals on prescriptions.
- 5) Liaising with Ward Management in ensuring that medicines are properly recorded and stored.
- 6) Advising patients and communities on the proper use and storage of medicines.
- 7) Participating in research activities.
- 8) Imparting knowledge and skills to students and staff.
- 9) Adhering to Professional Code of conduct and Ethics.
- 10) Compiling and submitting periodic reports.

Person specifications**a) Academic qualifications**

- i. A Bachelor's degree in Pharmacy or its equivalent, from a recognized University/Institution.
- ii. Must be registered with the Pharmacy Board
- iii. Must have a valid Annual Certificate of Practice

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Knowledge management
- Records and information management
- Management of organisational environment
- Research and Analytical Skills
- Coaching and mentoring

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

Job title : **Senior Pharmacy Technician**
Salary Scale : **U4 Med 2**
Reports to : **Senior Pharmacist**
Responsible for: **Pharmacy Technician**

Job purpose:

To manage safe storage and rational use of compounded medicines

Key Duties and Responsibilities

- 1) Preparing quality medicines.
- 2) Dispensing medicines to patients according to prescription.
- 3) Managing and accounting for allocated resources.
- 4) Advising Clinicians and other Health Professionals on prescriptions.
- 5) Advising patients and community on proper use and storage of medicines.
- 6) Maintaining pharmaceutical equipment.
- 7) Undertaking basic pharmaceutical research.
- 8) Imparting knowledge to students.
- 9) Compiling and submitting periodic reports.
- 10) Supervising, mentoring and appraising staff

Personal Specifications

a) Academic qualifications

- i. A Diploma in Pharmacy or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by the Allied Health Professionals Council

b) Working experience

Must have at least three years working experience in pharmaceutical management as a Pharmacy Technician or its equivalent in a public or reputable organization.

c) Required competencies**(i) Technical**

- Knowledge management
- Records and information management
- Management of organisational environment
- Research and Analytical Skills
- Coaching and mentoring

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

Job title : **Pharmacy Technician**
Salary Scale : **U5Med 2**
Reports to : **Senior Pharmacy Technician**
Responsible for : **Pharmacy Assistant**

Job purpose:

To prepare and dispense medicines to patients

Key Duties and Responsibilities

- 1) Dispensing medicines according to prescriptions.
- 2) Managing the storage and accounting for allocated drugs.
- 3) Advising patients and attendants on proper use and storage of medicines.
- 4) Carrying out regular equipment servicing and ensure they are functional.
- 5) Recording and reporting on medicines given to patients.
- 6) Adhering to Professional Code of Conduct and Ethics.
- 7) Compiling and submitting periodic reports.

Personal Specifications

a) Academic qualifications

- i. A Diploma in Pharmacy or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by the Allied Health Professionals Council

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Records and information management
- Information Communication Technology
- Planning, coordinating and organization
- Management of organisational environment

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

Job title : **Pharmacy Assistant**
Salary Scale : **U7Med 2**
Reports to : **Pharmacy Technician**
Responsible for : **None**

Job purpose:

To dispense medicine to patients.

Key Duties and Responsibilities

- 1) Preparing quality medicines.
- 2) Dispensing medicines according to prescriptions.
- 3) Storing and accounting for allocated drugs.
- 4) Advising patients and attendants on proper use and storage of medicines.
- 5) Carrying out regular equipment servicing and ensure they are functional.
- 6) Recording and reporting on medicines given to patients.
- 7) Adhering to Professional Code of Conduct and Ethics.
- 8) Compiling and submitting periodic reports.

Personal Specifications

a) Academic qualifications

- i. A Certificate in Pharmacy or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by the Allied Health Professionals Council

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Records and information management
- Management of organizational environment
- Information Communication Technology
- Planning and organization

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Team work
- Ethics and integrity
- Accountability

MEDICAL IMAGING TECHNOLOGY

Job title : **Principal Medical Imaging Technologist**
Salary Scale : **U2 Med 2**
Reports to : **Consultant Radiology**
Responsible for: **Senior Medical Imaging Technologist**

Job Purpose

To perform advanced imaging procedures, and provide administrative and technical guidance.

Key duties and responsibilities

- 1) Performing advanced imaging services and or radiographic procedures;
- 2) Providing image pattern recognition services to referring clinicians;
- 3) Establishing and monitoring the implementation of quality assurance programs;
- 4) Conducting radiation protection and safety program in imaging;
- 5) Planning and budgeting for imaging and radiography services;
- 6) Protecting clients against ionizing radiation;
- 7) Undertaking research in imaging and radiography therapeutic services;
- 8) Supervising training and mentoring of students and staff;
- 9) Managing radiography and imaging equipment, accessories, and logistics;
- 10) Managing and accounting for allocated resources; and
- 11) Managing performance of staff.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in either Medical Radiography, Medical Imaging Technology, or the equivalent from a recognized University/Institution
- ii. A Master's degree in either Medical Radiography, Medical Imaging Technology, or the equivalent from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Public Administration and Management, Hospital and Healthcare Management or the equivalent from a recognized University/Institution
- iv. Must be registered and gazetted by AHPC.

b) Working experience

At least six (6) years relevant working experience, three (3) of which should be at Senior Medical Technologist level in Government or the equivalent from a reputable healthcare institution.

c) Required Competencies**(i) Technical**

- Strategic thinking
- Planning, organizing and coordinating.
- Financial management
- Coaching and mentoring
- Research and analytical skills

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Senior Medical Imaging Technologist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Medical Imaging Technologist**
Responsible for: **Medical Imaging Technologist**
Senior Medical Radiographer

Job purpose:

To provide medical imaging and or radio therapeutic services

Key duties and responsibilities

- 1) Performing imaging and or radiographic procedures;
- 2) Providing image pattern recognition services to referring clinicians;
- 3) Protecting clients against ionizing radiation;
- 4) Implementing radiography quality assurance protocols and guidelines;
- 5) Preparing and submitting periodic radiography reports;
- 6) Training, and mentoring of students and other health workers;
- 7) Conducting radiation protection and safety practices;
- 8) Managing radiography and imaging equipment, accessories, and logistics; and
- 9) Supervising, mentoring and appraising.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in either Medical Radiography, Medical Imaging Technology or its equivalent from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

At least three (3) years relevant working experience as Medical Technologist level in Government or the equivalent from a reputable healthcare institution.

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating
- Financial Management
- Information Communication Technology
- Managing employee performance
- Research and analytical skills

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Medical Imaging Technologist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Medical Imaging Technologist**
Responsible for : **None**

Job purpose:

To provide medical imaging and or radio therapeutic services

Key duties and responsibilities

- 1) Conducting diagnostic imaging and or radiographic procedures;
- 2) Providing image pattern recognition services to requesting clinicians;
- 3) Protecting clients against ionizing radiation;
- 4) Performing of quality control activities;
- 5) Accounting for allocated resources;
- 6) Implementing radiation safety measures;
- 7) Carrying out health operational research; and
- 8) Collecting and analysing research data.

a) Academic qualifications

- i. A Bachelors' degree in either Medical Imaging Technology, Medical Radiography or its equivalent from a recognized University/Institution.
- ii. Must be registered and gazetted by AHPC.

b) Working experience

Nil

c) Required competencies

(i) Technical

- Planning and organizing
- Research and analytical skills
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Problem solving and decision making.

Job title : **Senior Radiographer**
Salary Scale : U4 Med 2
Reports to : Principal Radiographer
Responsible for : Radiographer

Job purpose

To conduct basic medical imaging procedures and or provide radiotherapy services.

Key duties and responsibilities

- 1) Preparing patients for medical imaging and or radiotherapy services;
- 2) Providing basic medical imaging and or radiotherapy services;
- 3) Safeguarding clients against ionizing radiation and or radioactive materials;
- 4) Referring patients that require specialized imaging services;
- 5) Producing accountability for financial and other resources;
- 6) Preparing and submitting periodic reports; and
- 7) Supervising, mentoring and appraising staff.

Person Specifications

a) Academic qualifications

- i. A Diploma in Medical Radiography or its equivalent from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

At least three (3) years relevant working experience at Medical Radiographer level in Government or the equivalent from a reputable Organisation

c) Required competences**(i) Technical**

- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment
- Research and analytical skill

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Accountability

Job title : **Radiographer**
Salary Scale : **U5 Med 2**
Reports to : **Senior Radiographer**
Responsible for: **None**

Job purpose

To provide elementary medical imaging and or radiotherapy services.

Key duties and responsibilities

- 1) Preparing patients for medical imaging and or radiotherapy services;
- 2) Providing elementary medical imaging and or radiotherapy services;
- 3) Safeguarding clients against ionizing radiation and or radioactive materials;
- 4) Referring patients needing specialized imaging services;
- 5) Producing accountability for financial and other resources; and
- 6) Preparing and submitting periodic reports.

Person specifications

a) Academic qualifications

- i. A Diploma in Medical Radiography or its equivalent from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

Nil

c) Required competences

(i) Technical

- Planning and Organizing
- Records and information management
- Management of organizational environment
- Information Communication Technology (ICT)
- Accountability

(ii) Behavioural

- Concern for Quality and Standards
- Results orientation
- Ethics and Integrity
- Communicating effectively
- Team work

Job title : **Principal Sonographer**
Salary Scale : **U3 Med 2**
Reports to : **Principal Medical Imaging Technologist**
Responsible for: **Senior Sonographer**

Job purpose:

To provide advanced obstetric and diagnostic ultrasound scan services

Key duties and responsibilities

- 1) Carrying out advanced ultrasound scan services;
- 2) Providing reports on advanced obstetric and general ultrasound scan to referring clinicians;
- 3) Monitoring the implementation of quality assurance and quality control programs for advanced obstetric and general ultrasound scan services;
- 4) Supervising, training, and mentoring of sonography student trainees and staff;
- 5) Supervising operational research on ultrasound scan services;
- 6) Monitoring and reporting on the safety of ultrasound scan equipment, accessories and essential supplies under his or her custody;
- 7) Planning, budgeting and accounting for performance of the ultrasound scan services; and
- 8) Supervising, mentoring and appraising sonographer staff.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Diagnostic Ultrasound or the equivalent from a recognized University or Institution
- ii. A Master's degree in Diagnostic Ultrasound or the equivalent from a recognized University or Institution
- iii. A Post graduate qualification in either Health Services Management, Public Administration and Management, Hospital and Healthcare Management or the equivalent from a recognized University or Institution.
- iv. Must be registered and gazetted by AHPC.

b) Working experience

At least six (6) years relevant working experience, three (3) of which should be at Senior Sonographer level in Government or the equivalent from a reputable Healthcare Institution.

c) Required competencies**(i) Technical**

- Strategic thinking
- Ultrasound diagnostic procedures and Practices
- Planning, organizing and coordinating
- Information Communication Technology
- Managing employee performance

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Senior Sonographer**
Salary Scale : U3 Med 2
Reports to : **Principal Sonographer**
Responsible for : Sonographer

Job purpose:

To provide obstetric and general diagnostic ultrasound scan services

Duties and responsibilities

- 1) Carrying out ultrasound scan examinations;
- 2) Providing patient care in the ultrasound scan unit;
- 3) Providing ultrasound scan reports on the findings to the referring clinician;
- 4) Carrying out quality control procedure for ultrasound scan investigations;
- 5) Providing technical support to Physicians and radiologists during performance of interventional procedures;
- 6) Performing managerial and administrative duties;
- 7) Training sonography students and other health trainees on clinical placement and or rotations;
- 8) Mentoring, supervising and appraising staff;

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Diagnostic Ultrasound or its equivalent from a recognized University or Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

At least three (3) years relevant working experience as a Sonographer in Government or the equivalent from a reputable organization.

c) Required competencies**(i) Technical**

- Knowledge of Ultrasound diagnostic procedures and Practices
- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Problem solving and decision making.

Job title : **Sonographer**
Salary Scale : **U4 Med 2**
Reports to : **Senior Sonographer**
Responsible for: **None**

Job purpose:

To provide obstetric and general diagnostic ultrasound scan services

Duties and responsibilities

- 1) Conducting ultrasound scan investigations;
- 2) Providing ultrasound scan report on the findings to the referring clinician;
- 3) Providing patient care in the ultrasound scan unit;
- 4) Carrying out quality control procedures for ultrasound scan investigations;
- 5) Providing technical support to Physicians or Radiologists during performance of interventional procedures; and
- 6) Accounting for allocated resources and materials.

Person's specifications

a) Academic qualifications

- i. A Bachelors' degree in Diagnostic Ultrasound or its equivalent from a recognized University or Institution
- ii. Must be registered and gazetted by AHPC.

b) Working experience

Nil

c) Required competencies

(i) Technical

- Knowledge in Diagnostic Ultrasound procedures and Practices
- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Problem solving and decision making.

PHYSIOTHERAPY

Job title	:	Principal Physiotherapist
Salary Scale	:	U2 Med 2
Reports to	:	Assistant Commissioner-Physiotherapy
Responsible for:		Senior Physiotherapist

Job purpose:

To provide specialised physiotherapy services and administrative support

Key duties and responsibilities

- 1) Organizing and coordinating physiotherapy services in the hospital;
- 2) Providing advanced comprehensive, safe and quality physiotherapy services to patients;
- 3) Developing and coordinating Health Promotion activities;
- 4) Planning, conducting and participating in continuing professional development programs;
- 5) Evaluating and referring patients for specialized physiotherapy services.
- 6) Conducting research in regard to physiotherapy services;
- 7) Managing, collecting, and maintaining information and records for physiotherapy services;
- 8) Organizing and participating in support supervision programmes for physiotherapy services in lower-level health facilities.
- 9) Planning, budgeting and reporting on physiotherapy services.
- 10) Requisitioning for physiotherapy equipment and other supplies.
- 11) Planning and Implementing quality assurance and quality improvement strategies, and
- 12) Supervising, mentoring and appraising staff.

Person specifications**a) Academic qualifications**

- i. A Bachelor of Science in Physiotherapy or its equivalent from a recognized University/Institution.
- ii. A Masters' degree in either Physiotherapy or the equivalent from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Administration, Management, or the equivalent from a recognized University/Institution.
- iv. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

At least six (6) years relevant working experience, three (3) of which must have been served at the level of a Senior Physiotherapist in Government or the equivalent from a reputable organisation.

c) Required Competencies**(i) Technical**

- Planning, organizing, and coordinating
- Records and Information Management
- Information Communication Technology
- Management of organizational environment
- Research and analytical skills
- Human resource management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Ethics and Integrity
- Problem solving and decision making
- Interpersonal relations

Job title : **Senior Physiotherapist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Physiotherapist**
Responsible for: **Physiotherapist**

Job purpose:

To provide advanced physiotherapy services

Key duties and responsibilities

- 1) Providing safe, quality physiotherapy services to patients;
- 2) Conducting health education;
- 3) Conducting and participating in continuing professional development programs;
- 4) Evaluating and referring patients for specialized physiotherapy services;
- 5) Preparing and submitting periodic reports;
- 6) Carrying out health research, collecting and analyzing data;
- 7) Managing performance of staff.
- 8) Monitoring compliance to Professional Code of Conduct and Ethics;
- 9) Managing, collecting, and maintaining information and records for physiotherapy services;
- 10) Conducting support supervision activities for physiotherapy services;
- 11) Supervising use and maintenance of physiotherapy equipment; and
- 12) Maintaining a safe and professional working environment for delivery of physiotherapy services.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science in Physiotherapy or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

At least three (3) years relevant working experience as a Physiotherapist in Government or the equivalent from a reputable Organisation.

c) Required competencies**(i) Technical**

- Planning, organizing, and coordinating
- Records and Information Management
- Information Communication Technology
- Management of organizational environment
- Research and analytical skills
- Human resource management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Ethics and Integrity
- Problem solving and decision making
- Interpersonal relations

Job title : **Physiotherapist**
Salary Scale : U4 Med 2
Reports to : **Senior Physiotherapist**
Responsible for: None

Job purpose:

To provide physiotherapy services

Key duties and responsibilities

- 1) Providing safe and quality physiotherapy services to patients;
- 2) Carrying out health promotion activities;
- 3) Evaluating and referring patients for specialized physiotherapy services;
- 4) Conducting research and collecting health data;
- 5) Implementing continuous professional development activities;
- 6) Adhering to Professional Code of Conduct and Ethics;
- 7) Maintaining a safe and professional working environment for delivery of physiotherapy services; and
- 8) Collecting and maintaining information and records for physiotherapy services.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science in Physiotherapy or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Knowledge in Physiotherapy procedures and Practices
- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Problem solving and decision making
- Accountability

Job title : **Physiotherapy Technician**
Salary Scale : **U5 Med 2**
Reports to : **Senior Physiotherapy Technician**
Responsible for: **None**

Job purpose:

To conduct basic physiotherapy services.

Key duties and responsibilities

- 1) Providing safe and quality physiotherapy services to patients;
- 2) Promoting health education activities;
- 3) Referring patients for specialized physiotherapy services;
- 4) Collecting in health data for research and analysis;
- 5) Implementing continuous professional development programs;
- 6) Adhering to professional code of conduct and ethics; and
- 7) Collecting information and records for physiotherapy services.

Person specifications

a) Academic qualifications

- i. A Diploma in Physiotherapy or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Knowledge in Physiotherapy procedures and Practices
- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Ethics and Integrity
- Accountability

OCCUPATIONAL THERAPY

Job title	:	Principal Occupational Therapist
Salary Scale	:	U3 Med 2
Reports to	:	Head of Health Facility
Responsible for:		Senior Occupational Therapist

Job purpose

To provide advanced occupational therapy services and administrative support.

Key duties and Responsibilities

- 1) Providing, supervising and coordinating occupational therapy services in the hospital;
- 2) Planning, budgeting, coordination, monitoring and evaluation of Occupational Therapy activities in the unit;
- 3) Providing health education and counselling services to patients and staff;
- 4) Managing and accounting for allocated resources;
- 5) Requisitioning for equipment and other supplies;
- 6) Planning and coordinating health operational research;
- 7) Coordinating training and skills development of students and staff;
- 8) Monitoring compliance with Occupational Therapy Professional Code of Conduct and Ethics for staff;
- 9) Supervising and appraising staff;
- 10) Preparing patients to participate in occupational therapy; and
- 11) Compiling and submitting reports to relevant authorities.

Person specifications

a) Academic qualifications

- i. Diploma in Occupational Therapy from a recognized Institution.
- ii. Post basic qualification in either Health Service Management, Administration, or the equivalent level of training from a recognised Institution.
- iii. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

At least six (6) years relevant working experience as an Occupational Therapist three (3) of which must have been served at Senior Occupational Therapist level in Government or an equivalent level from a reputable organization.

c) Required Competencies**(i) Technical**

- Planning, organizing and coordinating
- Health services delivery policy management.
- Health Information system management
- Information Communication Technology
- Financial management
- Human resource management skills

(ii) Behavioral

- Concern for quality and standards
- Results orientation
- Decision making and problem solving
- Leadership
- Problem solving and decision making

Job title : **Senior Occupational Therapist**
Salary Scale : **U4 Med 2**
Reports to : **Principal Occupational Therapist**
Responsible for: **Occupational Therapist**

Job purpose

To provide occupational therapy services

Key duties and Responsibilities

- 1) Planning, budgeting, coordination, monitoring, and evaluation of activities;
- 2) Preparing patients to participate in Occupational Therapy Services;
- 3) Engaging patients in Occupational Therapy activities;
- 4) Managing patients' occupational complaints;
- 5) Counseling patients;
- 6) Imparting knowledge and skills to students and staff;
- 7) Requisitioning for equipment and other supplies;
- 8) Keeping safe custody and maintaining Occupational Therapy equipment;
- 9) Conducting operational health research;
- 10) Enforcing adherence to Professional Code of Conduct and Ethics;
- 11) Compiling and submitting reports; and
- 12) Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Diploma in Occupational Therapy from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professionals Councils.

b) Working Experience

At least three (3) years relevant working experience as an Occupational Therapist

c) Required competencies**(i) Technical**

- Health Information System Management
- Planning, Organizing and Coordinating
- Coaching and Mentoring
- Report preparation and presentation
- Information Communication Technology

(ii) Behavioral

- Concern for Quality and Standards
- Ethics and Integrity
- Results orientation
- Accountability
- Ethics and Integrity

Job title : **Occupational Therapist**
Salary Scale : **U5Med 2**
Reports to : **Senior Occupational Therapist**
Responsible for: **None**

Job purpose

To provide occupational therapy services

Key duties and Responsibilities

- 1) Providing occupational therapy services to patients;
- 2) Conducting occupational therapy follow up of patients;
- 3) Managing patients' occupational complaints;
- 4) Counselling patients and other stakeholders;
- 5) Managing and maintaining occupational therapy equipment;
- 6) Collecting and assembling data; and
- 7) Compiling and submitting activity reports.

Person specifications

a) Academic qualifications

- i. A Diploma in Occupational Therapy from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competencies

(i) Technical

- Records and Information Management
- Health Information Systems Management
- Planning and Organizing
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioral

- Concern for quality and standards
- Ethics and Integrity
- Accountability
- Time management
- Results orientation

Chiropractor Services

Job title : **Principal Chiropractor**
Salary Scale : U3 Med 2
Reports to : **Medical Officer SG**
Responsible for: Senior **Chiropractor**

Job purpose

To manage the diagnosis and treatment of neuromuscular disorders in a health facility.

Key duties and responsibilities

- 1) Organizing and coordinating chiropractic services in the hospital;
- 2) Providing comprehensive, safe and quality chiropractic services to patients;
- 3) Developing and coordinating health promotion activities;
- 4) Conducting and participating in continuing professional development programs;
- 5) Coordinating with other healthcare professionals regarding unique patients' ailments and elaborate on the medical recommendations or treatments options;
- 6) Diagnosing, assessing and performing expert neuromuscular therapy techniques on patients;
- 7) Evaluating and referring patients to other healthcare professionals for specialized medical assessment and treatment.
- 8) Organizing and participating in support supervision programmes for chiropractic services in lower-level health facilities;
- 9) Conducting research and implementing professional development programmes and strategies for health care practitioners;
- 10) Reviewing, developing and Implementing quality assurance and quality control strategies;
- 11) Planning, budgeting and reporting on the delivery of chiropractic services; and
- 12) Supervising, mentoring and appraising staff.

Person specifications**a) Academic qualifications**

- i. Bachelor of Science in Chiropractic or its equivalent from a recognized University/ Institution.
- ii. Post basic qualification in Chiropractic or the equivalent level of training from a recognised Institution.
- iii. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

At least six (6) years relevant working experience, three (3) of which must have been served at Senior **Chiropractor** level in Government or an equivalent level from a reputable organization.

c) Required Competencies**(i) Technical**

- Planning, organizing and coordinating
- Health services delivery policy management.
- Health Information system management
- Information Communication Technology
- Monitoring and Assessing patient
- Human Resource Management

(ii) Behavioral

- Concern for quality and standards
- Results orientation
- Decision making and problem solving
- Ethics and Integrity

Job title : **Senior Chiropractor**
Salary Scale : **U4 Med 2**
Reports to : **Principal Chiropractor**
Responsible for: **Chiropractor**

Job purpose

To perform advanced diagnosis and treatment of neuromuscular disorders in a health facility.

Key duties and responsibilities

1. Conducting patient consultations by reviewing health and medical histories; questioning, observing and examining patients;
2. Evaluating patients' neuromusculoskeletal systems and the spine using chiropractic diagnosis to determine neuromusculoskeletal and spine related conditions;
3. Performing manual adjustments to the spine, or other articulations of the body, to correct the musculoskeletal system;
4. Analysing x-rays and other imaging results to locate the sources of patients' difficulties and rule out fractures or diseases as sources of problems;
5. Providing patients with educational resources and recommended treatment regimes
6. Liaising with other healthcare professionals to enlighten them and keep them apprised of the different treatment recommendations, methods, plans, and other medical concerns for a patient under review;
7. Evaluating and referring patients to the Principal Chiropractor for further management;
8. Conducting research and implementing professional development programmes and strategies for health care practitioners;
9. Drafting and submitting work plans, budgets and performance report on the chiropractic services delivery;
10. Managing an updated chiropractic services data bank;
11. Organizing a safe and professional working environment for delivery of chiropractic services; and
12. Supervising, mentoring and appraising staff.

Person specifications**a) Academic qualifications**

- i. A Bachelor of Science in Chiropractic or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

At least three (3) years relevant working experience as a Chiropractor in Government or the equivalent from a reputable Organisation.

c) Required competencies**(i) Technical**

- Planning, organizing, and coordinating
- Records and Information Management
- Information Communication Technology
- Management of organizational environment
- Research and analytical skills
- Coaching and mentoring staff

(ii) Behavioural

- Concern for quality and standards
- Dexterity
- Teamwork
- Ethics and Integrity
- Problem solving and decision making
- Interpersonal relations

Job title : **Chiropractor**
Salary Scale : **U5 Med 2**
Reports to : **Senior Chiropractor**
Responsible for: **None**

Job purpose

To diagnose and treat neuromuscular disorders

Key duties and responsibilities

- 1) Assessing patients to determine the health problems he/she might be suffering from based on what they express, and what they fail to express;
- 2) Monitoring how patients respond to different exercises or treatment techniques to determine the different treatment options and treatment plans;
- 3) Performing different therapy techniques on patients;
- 4) Providing education and counselling services to patients regarding their care and treatment regime;
- 5) Attending continuous professional development programmes and activities to stay up to date with the industry knowledge developments;
- 6) Obtaining, recording and maintaining accurate patients' medical/ case histories
- 7) Educating/ sensitizing patients on the quality-of-life benefits of routine chiropractic care;
- 8) providing patient with educational resources and a recommended course of treatment;
- 9) Maintaining a safe and professional working environment for delivery of chiropractic services; and
- 10) Implementing research and professional development programmes and activities.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science in Chiropractic or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professionals Council.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Health Information System Management
- Planning, Organizing and Coordinating
- Report preparation and presentation
- Information Communication Technology
- Research and analytical skills

(ii) Behavioral

- Concern for Quality and Standards
- Ethics and Integrity
- Results orientation
- Dexterity
- Interpersonal relations

EMERGENCY AND ACCIDENTS

Job title : **Emergency Medical Technician**
Salary Scale : **U5Med 2**
Reports to : **Medical Officer**
Responsible for: **Emergency Care Assistant,**

Job purpose

To provide high quality pre-hospital emergency care for patients in emergency and critical condition.

Key duties and responsibilities

- 1) Reporting to the Emergency Division or Communications Centre on the nature and extent of injuries, the number being transported and the destination to assure prompt medical care on arrival made;
- 2) Providing emergency medical and or trauma care services to patients based on assessment findings;
- 3) To Provide continuing emergency medical care while en-route to the medical facility;
- 4) Assessing the patient conditions en-route to the emergency facility, administering Basic Life Support care as indicated or directed by medical control,
- 5) Lifting and carrying the patient out of the ambulance and into the receiving medical facility;
- 6) Contacting the emergency control centre to request extra support when needed; and
- 7) Documenting and presenting any observations and emergency medical care of the patient at the emergency scene and in transit, to the receiving medical facility staff, for purposes of records and diagnostics.

Person Specifications

a) Academic Qualifications

- i. A diploma in Emergency medical techniques or Emergency Medical Care
OR
- ii. A diploma in either Clinical Medicine, Orthopaedic, Nursing or Midwifery plus a professional training in emergency techniques (BLS, ALS, ATLS, PALS);
- iii. Registration with Allied Health Professional Council or Nurses' and Midwifery Council with a valid practicing license.

b) Working Experience

Nil

c) Required Competences

(i) Technical

- Knowledge in emergency care procedures and Practices
- Planning and organizing
- Information Communication Technology
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioural

- Results orientation
- Problem solving and decision making
- Teamwork
- Accountability
- Concern for quality and standards
- Ethics and integrity
- Effective communication

Job title : **Medical Dispatcher**
Salary Scale : U5Med 2
Reports to : Medical Officer
Responsible for: Call Agent

Job purpose

To carry out day to day operations of the Call and Dispatch Centre

Key duties and responsibilities

- 1) Receiving and analysing Call Agent reports, and deciding on the course of action,
- 2) Providing technical support in the establishment of the National Ambulance Dispatch Centre;
- 3) Implementing the existing operational protocols for the National Ambulance Dispatch Centre;
- 4) Operating the Call Centre;
- 5) Coordinating the day-to-day call and dispatch operations; and
- 6) Monitoring, evaluation and reporting on the Ambulance Call and Dispatch activities.

Person Specifications

a) Academic Qualifications

- i. A diploma in Emergency medical techniques or Emergency Medical Care
- OR**
- ii. A diploma in either Clinical Medicine, Orthopaedic, Nursing or Midwifery plus a professional training in emergency techniques (BLS, ALS, ATLS, PALS);
 - iii. One year in service training/experience in an ambulance call and dispatch centre
 - iv. Registration with Allied Health Professional Council or Nurses' and Midwifery Council with a valid practicing license.

b) Working Experience

At least three (3) years relevant working experience in a busy facility or Ambulance provider

c) Competences**(i) Technical**

- Knowledge in emergency care procedures and Practices
- Planning and organizing
- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioural

- Effective communication
- Ethics and Integrity
- Problem solving and decision making
- Team work
- Time management
- Accountability

Job title: Emergency Care Assistant/Basic EMT
Salary Scale: U7 Med 2
Reports to: Emergency Medical Technician
Responsible for: Ambulance Driver

Job purpose

To Assist in the safe rescue and dispatch of emergency patients to the location of first aid, treatment and care.

Key duties and responsibilities

- 1) Carrying out basic scene safety checks and assessing the risk to self and others, in line with health and safety guidelines;
- 2) Carrying out basic diagnostic procedures under the direct supervision of a paramedic;
- 3) Providing first aid and minor emergency treatments;
- 4) Monitoring and treating patients until they are transferred to hospital;
- 5) Transporting patients between hospitals and clinics for planned appointments and treatment;
- 6) Transferring patients to and from ambulance vehicles, using suitable equipment and manual handling skills;
- 7) Providing technical support to paramedics and Emergency medical technicians during patient evacuation; and
- 8) Recording patient care observation during transit.

Person Specifications

a) Academic qualifications

- i. Should possess a Certificate in Emergency Medical Care from a recognized health training institution

OR

- ii. A Certificate in nursing or midwifery with additional training in ambulance and basic life support/Basic emergency care
- iii. Registration with the Allied Health Professionals Council or Uganda Nurses and Midwives Council with a valid practicing license.

b) Working Experience

Nil

c) Required competences

(i) Technical

- Knowledge in emergency care procedures and Practices
- Planning and organizing
- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioral

- Effective communication
- Ethics and Integrity
- Team work
- Self-control
- Time management

PUBLIC HEALTH

Job title: Principal Epidemiologist
Salary scale: U2 Med 2
Reports to: Assistant Commissioner, Surveillance, Information and Knowledge Management
Responsible for: Senior Epidemiologist

Job Purpose:

To provide technical support and guidance in the coordination and implementation of policies, standards and guidelines on epidemic preparedness and control.

Key Duties and Responsibilities:

- 1) Overseeing data collection, entry, analysis and interpretation of notifiable and other communicable diseases;
- 2) Planning and implementing training programmes for health data and information management teams on epidemic preparedness surveillance, and control;
- 3) Investigating and responding to disease epidemics and disasters cases, and define the risks to the communities beyond infectious disease or disaster management;
- 4) Communicating with health care providers and other key stakeholders concerning disease and injury investigation, prevention, and control;
- 5) Initiating and conducting research and recommending public health interventions, prevention, and control measures to deal with trends;
- 6) Undertaking the investigation, identification, and analysis of incidence, prevalence, trends, and causes of injuries or communicable, chronic, environmentally induced diseases, and health emergencies;
- 7) Developing, reviewing, and evaluating disease or injury reporting tools and surveillance systems, and advising stakeholders of the important incidence and/or prevalence changes within reporting areas;
- 8) Preparing and submitting investigation reports, statistical analyses, and summaries on completed epidemiological studies and evaluations;
- 9) Monitoring, evaluating and reporting the effectiveness and impact of public health initiatives and activities to inform future public health action;
- 10) Collaborating with public health professionals, healthcare workers, and other stakeholders for health data and information sharing;
- 11) Planning, budgeting and reporting on the delivery of chiropractic services; and

12) Supervising, mentoring and appraising staff.

Person Specifications

a) Academic Qualifications:

- i. A Bachelor's Degree in either Public Health, Laboratory Science, Environmental Health, Community Health, Clinical Epidemiology or equivalent qualification from a recognized University or Institution.
- ii. A Masters' degree in either Epidemiology, Public Health or Environmental Health from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Administration, Management, or the equivalent from a recognized University/ Institution.

b) Work Experience:

Should have at least six (6) years of relevant working experience three (3) of which should have been at Senior Epidemiologist level in Government or an equivalent level from a reputable organization

c) Required Competences:

(i) Technical

- Critical thinking
- Planning, organizing and coordinating
- Financial Management
- Human resource management
- Research and analytical skills

(ii) Behavioral

- Leadership
- Communicating effectively
- Concern for standards
- Ethics and integrity
- Networking

Job title : **Senior Epidemiologist**
Salary scale : **U3 Med 2**
Reports to : **Principal Epidemiologist**
Responsible for : **Epidemiologist**

Job Purpose:

To provide technical support and implementation of policies, standards and guidelines on epidemic preparedness and control.

Key Duties and Responsibilities:

- 1) Implementing health data collection, examination, interpretation and use regarding notifiable and other communicable diseases;
- 2) Conducting research studies and developing recommendation for public health interventions, prevention, and control measures regarding trends or findings;
- 3) Providing technical support and guidance in the investigation, identification and analysis of incidence, prevalence, trends, and causes of injuries or communicable, chronic, environmentally induced diseases, and health emergencies.
- 4) Providing technical support in the development, review and evaluation of disease or injury reporting and surveillance systems;
- 5) Designing tools and guidelines for implementing epidemiological studies and evaluations;
- 6) Collaborating with public health professionals, healthcare workers, and other stakeholders for health data and information sharing;
- 7) Conducting research in regard to public health interventions, prevention, and control measures to deal with trends or findings;
- 8) Investigating and responding to disease epidemics and disasters cases, and define the risks to the communities;
- 9) Drafting work plans, budgets and performance reports on the delivery of epidemiological services; and
- 10) Supervising, mentoring and appraising staff.

Person Specifications

a) Academic qualifications:

A Bachelor's Degree in either Public Health, Laboratory Science, Environmental Health, Community Health, Clinical Epidemiology or equivalent qualification from a recognized University or Institution.

b) Working experience:

Should have at least three (3) years of relevant working experience three at Senior Epidemiologist level in Government or an equivalent level from a reputable organization

c) Required competences:

(i) Technical

- Planning, organizing and coordinating
- Records and Information Management
- Information Communication Technology
- Research and analytical skill
- Management of organisational environment

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Teamwork
- Accountability
- Ethics and integrity

Job title : **Epidemiologist**
Salary scale : **U3Med 2**
Reports to : **Senior Epidemiologist**
Responsible for : **None**

Job Purpose:

To implement plans, programmes and activities on epidemic preparedness and control.

Duties and Responsibilities:

- 1) Implementing epidemiological operational research activities;
- 2) Providing technical support in training of Health Workers and other stakeholders involved in epidemiological research;
- 3) Preparing and submitting epidemiological surveillance activity reports
- 4) Providing technical support in the development, review and evaluation of disease or injury reporting and surveillance systems;
- 5) Designing tools and guidelines for implementing epidemiological studies and evaluations; and
- 6) Organising, packaging and disseminating health data and information to public health professionals, healthcare workers, and other stakeholders.

Person Specifications

a) Academic qualifications:

A Bachelor's Degree in either Public Health, Laboratory Science, Environmental Health, Community Health, Clinical Epidemiology or equivalent qualification from a recognized University or Institution.

b) Working experience:

None

c) Required competences:**(i) Technical**

- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Research and analytical skill
- Management of organisational environment

(ii) Behavioral

- Communicating effectively
- Concern for quality and standards
- Teamwork
- Accountability
- Ethics and integrity

Job title : **Senior Health Educator**
Salary Scale : **U3Med 2**
Reports to : **Principal Health Educator**
Responsible for: **Health Educator**
Senior Assistant Health Educator

Job purpose

To conduct health education and promotion services

Key Duties and Responsibilities

- 1) Conducting health awareness of individuals, groups, and communities and empower them to make healthy choices;
- 2) Drafting health education and promotion plans and materials;
- 3) Selecting, adapting, and individualizing patient education information for the general public;
- 4) Implementing public health emergencies strategies and plans at community level through public health risk communication and community engagement approaches;
- 5) Generating ideas and approaches to solving public health challenges through innovative education and promotion initiatives, strategies and materials;
- 6) Identifying health education needs in consultation with stakeholders;
- 7) Identifying emerging trends in public health and provide information, to stakeholders using innovative educational materials;
- 8) Conducting community training sessions and workshops on preventative and promotive health care procedures and practices;
- 9) Identifying training needs arising from strategic and local agendas for people such as health workers, health volunteers in communities and the public;
- 10) Carrying out research through social listening, monitoring and evaluation of health promotion/education activities;
- 11) Drafting and submitting work plans, budgets and performance reports; and
- 12) Monitoring the use of Primary Health Care resources for health promotion at the lower levels.

Person Specifications

a) Academic qualifications

- i. Bachelor's degree in either Health Education and Promotion or Public health and health promotion from a recognized University/ Institution
- ii. Registered and gazetted by Allied Health Professional Council

b) Working experience

At least three (3) years' working experience at Health Educator level in Government or an equivalent level from a reputable health organization.

c) Required competencies

(i) Technical

- Records and information management
- Coaching and mentoring
- Planning, organizing and coordinating
- Managing employee performance

(ii) Behavioral

- Concern for quality and standards
- Communicating effectively
- Team work
- Accountability
- Concern for quality and standards

Job title : **Health Educator**
Salary Scale : **U4Med 2**
Reports to : **Senior Health Educator**
Responsible for: **Assistant Health Educator**

Job purpose

To implement Health Education and Promotion plans and programmes

Key duties and Responsibilities

- 1) Providing quality health promotion and education services to communities and critical preventive health care services to patients;
- 2) Promoting community health activities for different health programmes through meaningful engagements with community structures;
- 3) Carrying out research on health education and promotion activities;
- 4) Developing and managing feedback mechanisms for advancing Health Promotion and Education;
- 5) Conducting continuous capacity development of the community health teams in health education and promotion;
- 6) Implementing public health emergencies strategies and plans at community level through public health risk communication and community engagement approaches; and
- 7) Preparing and submitting periodic activity reports.

Person Specifications

a) Academic qualifications

- i. Bachelor's degree in either Health Education and Promotion or Public health and health promotion from a recognized University/ Institution
- ii. Registered and gazetted by Allied Health Professional Council

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Records and information management
- Coaching and mentoring
- Planning, organizing and coordinating
- Managing employee performance

(ii) Behavioral

- Concern for quality and standards
- Communicating effectively
- Team work
- Accountability
- Concern for quality and standards

Job title : **Senior Assistant Health Educator**
Salary Scale : **U4Med 2**
Reports to : **Senior Health Educator**
Responsible for: **Assistant Health Educator**

Job purpose

To implement health education and promotion plans and programmes

Key duties and Responsibilities

- 1) Implementing health promotion and education activities and plans;
- 2) Conducting health education at health facilities and communities;
- 3) Supervising community health teams and ensure that reports are submitted on time;
- 4) Managing and accounting for allocated resources;
- 5) Implementing health education services in the hospital;
- 6) Requisitioning for equipment and other supplies for health promotion activities;
- 7) Collecting data on health education in communities;
- 8) Imparting knowledge and skills to students and staff; and
- 9) Compiling and submitting periodic health promotion reports.

Person specifications

a) Academic qualifications

- i. A Diploma in Health Promotion and Education or the equivalent from a recognized Institution.
- ii. Must be registered by Allied Health Professional Council

b) Working experience

At least three (3) years working experience at Assistant Health Educator level in government or an equivalent level from a recognized organization

c) Required competencies**(i) Technical**

- Records and information management
- Coaching and mentoring
- Planning, organizing and coordinating
- Managing employee performance

(ii) Behavioral

- Concern for quality and standards
- Communicating effectively
- Team work
- Accountability
- Concern for quality and standards

Job title : **Senior Assistant Health Educator**
Salary Scale : **U4Med 2**
Reports to : **Senior Health Educator**
Responsible for: **Assistant Health Educator**

Job purpose

To implement Health Promotion and Education activities and manage the health promotive and preventive needs of patients and clients

Key duties and Responsibilities

- 1) Disseminating Health Education and promotional materials;
- 2) Organizing Health Education interventions
- 3) Maintaining an inventory of Health Education materials and equipment
- 4) Collecting and submitting data on Health Education and promotion.
- 5) Conducting health education activities at the health facilities and communities
- 6) Supervises the work of the Community health teams and ensure that reports are submitted on time
- 7) Preparing and submitting periodic reports on health education and promotion
- 8) Initiating and participating in Health Promotive and Preventive research activities.

Person specifications

a) Academic qualifications

- i. A Diploma in Health Promotion and Education or its equivalent from a recognized Institution.
- ii. Must be registered by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Records and information management
- Coaching and mentoring
- Planning, organizing and coordinating
- Research and analytical skills

(ii) Behavioral

- Concern for quality and standards
- Communicating effectively
- Team work
- Accountability
- Concern for quality and standards

Job title : **Senior Environmental Health Officer**
Salary Scale : **U3Med 2**
Reports to : **Principal Environmental Health Officer**
Responsible for: **Environmental Officer**

Job purpose

To provide technical support in the implementation of environmental and occupational health, and safety programmes.

Duties and Responsibilities

- 1) Controlling environmental health hazards.
- 2) Providing technical support in promotion and delivery of environmental health services.
- 3) Monitoring implementation of environmental health activities at all levels.
- 4) Implementing environmental health ordinances and by-laws.
- 5) Preparing and submitting periodic reports on environmental health services;
- 6) Sensitizing the community on Public Health Act, Regulations and By-laws and environmental health practices
- 7) Promoting capacity building in environmental health.
- 8) Supervising, mentoring and appraising staff

Person Specifications

a) Academic qualifications

- i. A Bachelor's Degree in Environmental Health or relevant discipline from a recognized University or Institution.
- ii. Must be registered and gazetted by Allied Health Professionals Council.

b) Working experience

Three (3) years working experience as an Environmental Health Officer

c) Required competencies**(i) Technical**

- Policy management
- Knowledge management
- Strategic thinking
- Human Resource Management
- Planning, organizing, and coordinating

(ii) Behavioral

- Concern for quality and standards
- Accountability
- Communicating effectively
- Results orientation
- Team work

Job title : **Environmental Health Officer**
Salary Scale : **U3Med 2**
Reports to : **Senior Environmental Health Officer**
Responsible for: **Health Inspector**

Job purpose

To implement environmental health programmes and activities in the community and healthcare facilities.

Duties and Responsibilities

- 1) Inspecting homesteads and public premises for hygiene and environmental sanitation.
- 2) Inspecting refuse collection, transfer points and disposal sites.
- 3) Sampling and testing leachates.
- 4) Inspecting food processing premises for hygiene and safety.
- 5) Sensitizing the community on Public Health Act, Regulations and By-laws and environmental health practices.
- 6) Collecting data on disease incidences.
- 7) Providing technical support on abatement of sanitary nuisances.
- 8) Carrying out surveillance on environmental health pollutants.
- 9) Identifying, and testing water for quality and safety.
- 10) Compiling and submitting periodic reports.

Person Specifications

a) Academic qualifications

- i. A bachelor's Degree in Environmental Health Science from a recognized Institution or University.
- ii. Must be registered and gazetted by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competences**(i) Technical**

- Policy management
- Knowledge management
- Records and information management
- Coaching and mentoring
- Planning, organizing, and coordinating

(ii) Behavioral

- Concern for quality and standards
- Accountability
- Communicating effectively
- Results orientation
- Team work

Job title : **Health Inspector**
Salary Scale : **U5Med 2**
Reports to : **Senior Environmental Health Officer**
Responsible for: **Health Assistant**

Job purpose

To implement environmental health programmes in the community and healthcare facilities.

Duties and Responsibilities

- 1) Carrying out health inspection of domestic, public, and commercial premises including latrines, trading centers, emergency camps, faecal sludge or liquid waste treatment plants.
- 2) Supervising the proper refuse collection and disposal.
- 3) Finding cases and tracing contacts during disease surveillance activity.
- 4) Sensitizing community on Environmental Health Preventive measures and Public Health Act, Regulations and By-laws.
- 5) Implementing sanitation and hygiene standards in the community.
- 6) Inspecting Water sources to ensure that they are properly maintained and safe for drinking.
- 7) Testing the water for quality.
- 8) Inspecting meat and food for safety.
- 9) Collecting and collating data on environmental health and occupational safety.

Person Specifications

a) Academic qualifications

- i. A Diploma in Environmental Health Science from a recognized Institution.
- ii. Must be registered and gazetted by Allied Health Professional Council.

b) Working experience

Nil

c) Required competences**(i) Technical**

- Records and information management
- Coaching and mentoring
- Planning, organizing, and coordinating

(ii) Behavioral

- Concern for quality and standards
- Communicating effectively
- Results orientation
- Team work

NUTRITION

Job title	:	Principal Nutritionist
Salary Scale	:	U2 Med 2
Reports to	:	Medical Officer Special Grade
Responsible for:		Senior Nutritionist

Job purpose

To manage nutrition services and guide on healthy eating habits to promote good health and manage related diseases.

Key duties and Responsibilities

- 1) Planning and conducting nutritional programs to help people lead healthy lives;
- 2) Evaluating clients' needs to identify their dietary requirements and restrictions;
- 3) Planning, budgeting, monitoring and evaluating of nutrition services;
- 4) Providing technical guidance on how to stay healthy and supporting clients with their progress;
- 5) Assessing clients' health to identify dietary needs, exercise routine, and food habits;
- 6) Requisitioning, securing and maintaining nutritional supplies;
- 7) Initiating and conducting research in Nutrition; and
- 8) Preparing and submitting periodic reports on nutrition.

Person Specifications

a) Academic qualifications

- i. A Bachelor of Science Degree in either Human Nutrition, Clinical Nutrition, Nutrition and Dietetics, Food Science and Nutrition, Dietetics, or Food Technology and Nutrition, or Sport Nutrition and Dietetics from a recognized University/ Institution.
- ii. A Master of Science Degree in either Applied Human Nutrition, Public Health in Nutrition, Global health Nutrition, Dietetics, or Applied Human Nutrition, Nutrition, Human Nutrition or Food Security and Community Nutrition from a recognized University/ Institution.
- iii. Post graduate qualification in either Administration, Management, Health Service Management, or the equivalent from a recognized University/Institution.

iv. Registered and gazetted by Allied Health Professional Council

b) Working experience

At least six (6) years' working experience, three (3) of which should have been served at Senior Nutritionist level in Government or an equivalent level from a reputable organization.

c) Required competencies

(i) Technical

- Health services delivery policy management.
- Planning, organizing and coordinating
- Information Communication Technology
- Strategic thinking
- Financial management
- Managing employee performance

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Senior Nutritionist**
Salary Scale : U3 Med 2
Reports to : Principal Nutritionist
Responsible for: Nutritionist

Job purpose

To provide technical support and guidance to clients on nutrition issues and healthy eating habits.

Key Duties and Responsibilities

- 1) Providing safe, quality nutrition, and care services to patients;
- 2) Providing support supervision of nutrition and care services;
- 3) Providing 24-hour coverage of nutrition and care services in the hospital;
- 4) Drafting work plans and budgets for nutrition activities in the hospital;
- 5) Offering advice to clients on how to stay healthy and providing support to help clients with their progress;
- 6) Conducting research in nutrition and analysing health data on nutrition;
- 7) Conducting continuing professional development programs;
- 8) Prepare and submit periodic reports; and
- 9) Supervising and appraising of staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science Degree in either Human Nutrition, Clinical Nutrition, Nutrition and Dietetics, Food Science and Nutrition, Dietetics, or Food Technology and Nutrition, or Sport Nutrition and Dietetics from a recognized University/ Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

At least three (3) years' working experience at Nutritionist level in Government or an equivalent level from a reputable Organisation.

c) Required competencies**(i) Technical**

- Knowledge in nutrition management
- Planning, organizing and coordinating.
- Managing staff performance
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Nutritionist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Nutritionist**
Responsible for: **Assistant Nutritionist**

Job purpose

To provide technical guidance on food values and advise patients and the community on nutrition

Key duties and Responsibilities

- 1) Providing safe, quality, nutrition, and care services to patients;
- 2) Evaluating and referring patients for specialized nutrition and care services;
- 3) Providing support supervision of nutrition services;
- 4) Drafting work plans and budgets for nutrition activities in the hospital;
- 5) Advising clients on how to stay healthy and providing support to help clients with their progress;
- 6) Implementing continuing Professional Development Programs;
- 7) Supervising and appraising of staff;
- 8) Enforcing professional ethics and Service Codes of Conduct; and
- 9) Managing information and records in nutrition and critical care.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science Degree in either Human Nutrition, Clinical Nutrition, Nutrition and Dietetics, Food Science and Nutrition, Dietetics, or Food Technology and Nutrition, or Sport Nutrition and Dietetics from a recognized University/ Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Knowledge in nutrition management
- Planning, organizing and coordinating.
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Assistant Nutritionist**
Salary Scale : **U5 Med 2**
Reports to : **Nutritionist**
Responsible for: **None**

Job purpose

To provide health education on nutrition in the community

Key duties and Responsibilities

- 1) Conducting sensitization and mobilization in matters related to nutrition in the community;
- 2) Linking up with the agricultural extension workers and health assistants and conduct nutrition education to the people in the community;
- 3) Providing guidance and counselling on nutrition to the different age-groups;
- 4) Managing records and information of clients;
- 5) Providing technical support in training of staff and nutrition students on field placement;
- 6) Liaising with other healthcare professionals as part of a health team; and
- 7) Compiling and submitting periodic reports on nutrition.

Person specifications

a) Academic qualifications

- i. A Diploma in Clinical and Community Nutrition or Food Science and Nutrition or Human Nutrition and Clinical Dietetics from a recognised University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Planning and Organizing
- Records and information management
- Knowledge in nutrition management
- Management of organizational environment
- Accountability

(ii) Behavioural

- Concern for Quality and Standards
- Results orientation
- Ethics and Integrity
- Communicating effectively
- Team work

OPHTHALMOLOGY

Job title : **Principal Ophthalmic Clinical Officer**
Salary Scale : **U3 Med 2**
Reports to : **Medical Officer SG (Ophthalmology)**
Responsible for: **Senior Ophthalmic Clinical Officer**

Job purpose

To manage patients with eye conditions.

Key duties and responsibilities

- 1) Diagnosing, and treating patients with eye diseases;
- 2) Conducting pre-operative, operative and post-operative patient care;
- 3) Assessing and referring complicated eye conditions;
- 4) Conducting eye health outreach activities;
- 5) Conducting research;
- 6) Conducting training including Continuous Professional Development;
- 7) Supervising ophthalmic staff and students'
- 8) Conducting technical support supervision to lower-level health facilities;
- 9) Planning, monitoring, and evaluating of ophthalmic activities;
- 10) Managing performance of staff;
- 11) Enforcing Professional Code of Conduct and Ethics; and
- 12) Preparing and submitting periodic reports.

Person specifications

a) Academic qualifications

- i. Diploma in Ophthalmology or its equivalent from a recognized Institution.
- ii. A post basic qualification in health service management, administration, management, or the equivalent from a recognized.
- iii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

At least six (6) years relevant working experience, three of which should have been served at a level of Senior Ophthalmic Clinical officer in Government or the equivalent in a reputable organization.

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating.
- Managing employee performance
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Problem solving and decision making.

Job title : **Senior Ophthalmic Clinical Officer**
Salary Scale : **U4 Med 2**
Reports to : **Principal Ophthalmic Clinical Officer**
Responsible for: **Ophthalmic Clinical Officer**

Job purpose

To manage patients with eye conditions.

Key duties and responsibilities

- 1) Diagnosing and treating patients with eye diseases;
- 2) Assessing and referring complicated cases;
- 3) Liaising with ward and theatre in pre-operative, operative and post-operative patient care;
- 4) Compiling and submitting activity reports on eye care service delivery;
- 5) Conducting eye health outreach activities; and
- 6) Implementing research activities.

Person specifications

a) Academic qualifications

- i. Diploma in Ophthalmology or its equivalent from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

At least three (3) years of relevant working experience as either Clinical Officer, Ophthalmic Clinical Officer or Assistant Nursing Officer in Government or its equivalent level in a reputable organization.

c) Required competencies**(i) Technical**

- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment
- Coaching and mentoring

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Ophthalmic Clinical Officer**
Salary Scale : **U5 Med 2**
Reports to : **Senior Ophthalmic Clinical Officer**
Responsible for: **None**

Job purpose

To manage patients with eye conditions.

Key duties and responsibilities

- 1) Diagnosing and treating patients with eye conditions;
- 2) Referring complicated eye conditions;
- 3) Conducting eye health outreach activities;
- 4) Managing records and information of clients;
- 5) Compiling, collating, and submitting eye health data; and
- 6) Carrying out eye health research and collecting data.

Person specifications

a) Academic qualifications

- i. Diploma in Ophthalmology or its equivalent from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Nil

c) Required competencies

(i) Technical

- Planning and organizing
- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)
- Accountability

(ii) Behavioural

- Effective communication
- Ethics and Integrity
- Problem solving and decision making
- Team work
- Time management
- Accountability

OPTOMETRY

Job title	:	Principal Optometrist
Salary Scale	:	U2 Med 2
Reports to	:	Medical Officer SG (Ophthalmology)
Responsible for:		Senior Optometrist

Job purpose

To provide advanced optometric care services and technical leadership to the Unit

Key duties and responsibilities

- 1) Managing the provision of refractive services;
- 2) Coordinating the delivery of low vision and rehabilitative services;
- 3) Conducting pediatric optometry and binocular vision (orthoptics) management;
- 4) Supervising the provision of neurooptometric services;
- 5) Conducting contact lens assessment and fitting;
- 6) Coordinating the implementation of eye care and awareness programs;
- 7) Coordinating operational research;
- 8) Planning and coordinating CPD in the hospital and its catchment area;
- 9) Conducting clients' optometric assessments and referring complicated cases;
- 10) Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Optometry or its equivalent from a recognized University/Institution.
- ii. Master's in either Public Health, Optometry, or the equivalent from a recognized University/Institution
- iii. A post graduate qualification in either Health Service Management Administration, Management, or the equivalent from a recognized University/Institution.
- iv. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Six (6) years relevant working experience, three (3) of which must have been served at the level of Senior Optometrist in Government or its equivalent from a reputable organization.

c) Required competencies**(i) Technical**

- Health services delivery policy management.
- Planning, organizing and coordinating
- Information Communication Technology
- Strategic thinking
- Financial Management
- Human Resource Management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Accountability
- Problem solving and decision making.

Job title : **Senior Optometrist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Optometrist**
Responsible for: **Optometrist**

Job purpose

To provide comprehensive optometric care, training, and research

Key duties and responsibilities

1. Providing refractive services;
2. Providing low vision and rehabilitative services;
3. Conducting pediatric optometry and binocular vision (Orthoptics) management;
4. Providing neurooptometric services;
5. Conducting contact lens assessment and fitting;
6. Implementing eye care promotion and awareness activities;
7. Conducting operational research;
8. Conducting clients' optometric assessments and referring complicated cases;
9. Implementing CPD programmes in the hospital and its catchment area; and
10. Supervising and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Optometry or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Three (3) years relevant working experience as Optometrist in Government or its equivalent from a reputable organization.

c) Required Competencies**(i) Technical**

- Planning, organizing and coordinating.
- Managing employee performance
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Optometrist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Optometrist**
Responsible for: **None**

Job purpose

To provide optometric care services

Key duties and responsibilities

1. Providing refractive services;
2. Providing low vision and rehabilitative services;
3. Conducting paediatric optometry and binocular vision (Orthoptics) management;
4. Providing neuroptometric services;
5. Conducting contact lens assessment and fitting; and
6. Implementing eye care promotion and awareness activities.

Person specifications

a) Academic qualifications

- i. A Bachelor of Optometry or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Required experience

Nil

c) Required competencies

(i) Technical

- Planning and organizing
- Records and Information Management
- Information Communication Technology
- Management of organizational environment

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Accountability

- Problem solving and decision making.

ANAESTHETIC SERVICES

Job title : **Principal Anaesthetic Officer**
Salary Scale : **U2 Med 2**
Reports to : **Medical Officer (Special Grade) (Anesthesiology)**
Responsible for: **Senior Anaesthetic Officer**

Job purpose

To provide technical and managerial leadership in the delivery of anaesthetic services

Key Duties and Responsibilities

1. Providing technical support to the Medical Officer Special Grade (Anaesthesia) in organising and coordinating anaesthesia, emergency and critical care services in the hospital;
2. Providing quality anaesthesia, emergency and critical care services to patients;
3. Co-ordinating safe patient care during both intra and inter-hospital transfers;
4. Providing 24-hour coverage of anaesthesia and critical care services in the hospital;
5. Evaluating and referring patients for specialised anaesthesia and critical care services;
6. Conducting research activities;
7. Conducting continuing professional development programs;
8. Preparing and submitting work plans, budgets and reports to relevant authorities;
9. Carrying out support supervision of anaesthesia and critical care services; and
10. Managing the performance of staff.

Person specifications**a) Academic qualifications**

- i. A Bachelor of Science in Anaesthesia or its equivalent from a recognized University/Institution.
- ii. A Master's degree in Public Health or the equivalent from a recognized University/Institution
- iii. A post graduate qualification in either Health Service Management, Administration, Management, or the equivalent from a recognized University/Institution
- iv. Registered and gazetted by AHPC, with a valid practicing license

b) Working experience

Must have must have six (6) years relevant working experience, three (3) of which must be at the level of a Senior Anaesthetic Officer in Government or the equivalent from a reputable Organization.

c) Required competencies**(i) Technical**

- Health services delivery policy management.
- Planning, organizing and coordinating
- Information Communication Technology
- Strategic thinking
- Financial Management
- Human Resource Management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Ethics and integrity
- Problem solving and decision making.

Job title : **Senior Anaesthetic Officer**
Salary Scale : **U3 Med 2**
Reports to : **Principal Anaesthetic Officer**
Responsible for: **Anaesthetic Officer**

Job purpose

To provide advanced anaesthetic services

Key Duties and Responsibilities

1. Providing technical support in organising and coordinating anaesthesia, emergency and critical care services in the hospital;
2. Providing safe, quality, emergency, anaesthesia and critical care services to patients;
3. Providing safe patient care during both intra and inter-hospital transfers;
4. Providing 24-hour coverage of anaesthesia and critical care services in the hospital;
5. Evaluating and referring patients for specialised anaesthesia and critical care services;
6. Implementing research programmes and activities;
7. Participating in continuing professional development programs.
8. Drafting and submitting work plans, budgets and technical reports to the Principal Anaesthetic Officer;
9. Providing technical support and support supervision of anaesthesia and critical care services; and
10. Supervising and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science in Anaesthesia, Anaesthesia and Critical Care or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by AHPC, with a valid practicing license

b) Working experience

Must have must have three (3) years relevant working experience in Government or the equivalent from a reputable Organization.

c) Required Competencies**(i) Technical**

- Knowledge in Anaesthetic and Critical Care procedures and processes
- Planning, organizing and coordinating.
- Managing employee performance
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Accountability
- Problem solving and decision making.

Job title : **Anaesthetic Officer**
Salary Scale : **U4Med 2**
Reports to : **Senior Anaesthetic Officer**
Responsible for: **Anaesthetic Officer**

Job purpose

To provide advanced anaesthetic services

Key duties and Responsibilities

1. Providing safe, quality, emergency, anaesthesia and critical care services to patients;
2. Providing safe patient care during both intra and inter-hospital transfers;
3. valuating and referring patients for specialized anaesthesia and critical care services;
4. Providing technical support in the delivery of basic emergency and critical care services for patients;
5. Conducting referrals for specialised anaesthesia and critical care services;
6. Participating in research activities and health data management;
7. Participating in continuing Professional Development Programs;
8. Providing technical support in disaster management activities;
9. Enforcing professional ethics and Service Codes of Conduct;
10. Managing information and records in anaesthesia and critical care; and
11. Supervising and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science in Anaesthesia, Anaesthesia and Critical Care or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by AHPC, with a valid practicing license

b) Working experience

Nil.

c) Required competencies**(i) Technical**

- Knowledge in Anaesthetic and Critical Care procedures and processes
- Planning, organizing and coordinating.
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Inter personal relations
- Problem solving and decision making.

Job title : **Assistant Anaesthetic Officer**
Salary Scale : **U5Med 2**
Reports to : **Anaesthetic Officer**
Responsible for: **None**

Job purpose

To administer anesthesia and manage patients in Theatre

Key duties and Responsibilities

- 1) Preparing patients for anesthesia and administering it;
- 2) Providing pre and post-operative care to patients;
- 3) Providing resuscitation services in case of emergency and disaster situations
- 4) Maintaining anesthetic operational equipment and ensuring their functionality;
- 5) Requisitioning and accounting for anesthetic materials and sundries; and
- 6) Documenting and reporting patient care observations.

Person specifications

a) Academic qualifications

- a) Must be a Clinical Officer or Registered Nurse/Midwife.
- b) Must have a Diploma in Anaesthesia or its equivalent from a recognized Institution.
- c) Registered and gazetted by AHPC, with a valid practicing license.

b) Working experience

Must have served for at least three (3) years as a health worker

c) Required competencies**(i) Technical**

- Knowledge in anesthesia and critical care procedures and Practices
- Planning and organizing
- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)

(ii) Behavioural

- Effective communication
- Ethics and Integrity
- Problem solving and decision making
- Team work
- Time management
- Accountability

DENTISTRY

Job title	:	Senior Dental Technologist
Salary Scale	:	U3Med 2
Reports to	:	Principal Dental Technologist
Responsible for:		Dental Technologist

Job Purpose

To design and fabricate dental prosthetic and orthodontic appliances

Key Duties and Responsibilities

1. Designing, fabricating, and fitting prosthetic appliances;
2. Drafting and submitting budgets and work plans for dental technology services;
3. Requisitioning and accounting for allocated resources;
4. Maintaining fabricated prosthetic appliances;
5. Conducting dental health research;
6. Coaching and mentoring staff and students;
7. Enforcing adherence to professional codes of conduct and ethics by staff; and
8. Compiling and submitting periodic reports to relevant authorities.

Person Specifications

a) Academic qualifications

- i. A Bachelor of Science Degree in Dental Laboratory Technology or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted Allied Health Professional Council.

b) Working Experience

At least three (3) years at the level of Dental Technologist in Government or equivalent level from a reputable organization

c) Required competencies**(i) Technical**

- Planning, organizing and coordinating
- Coaching and mentoring
- Health information systems management
- Human Resource Management
- Information Communication Technology

(ii) Behavioral

- Concern for quality and standards
- Results orientation
- Team work
- Problem solving and decision making
- Accountability

Job title : **Dental Technologist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Dental Technologist**
Responsible for: **Dental Technician**

Job Purpose

To fabricate dental prosthetic appliances for patients.

Key Duties and Responsibilities

1. Fabricating and fitting prosthetic appliances for patients;
2. Referring complicated tasks;
3. Caring for and servicing equipment regularly;
4. Requisitioning and accounting for allocated resources;
5. Adhering to Codes of Conduct and Ethics by staff;
6. Maintaining fabricated prosthetic appliances;
7. Carrying out research and collecting data; and
8. Compiling and submitting periodic reports to relevant authorities.

Person Specifications

a) Academic qualifications

- i. A Bachelor of Science Degree in Dental Laboratory Technology or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Health Information System Management
- Planning, Organizing and Coordinating
- Coaching and Mentoring
- Managing Employee Performance
- Information Communication Technology

(ii) Behavioral

- Concern for Quality and Standards
- Ethics and Integrity
- Results orientation
- Time management
- Ethics and Integrity

Job title : **Senior Dental Technician**
Salary Scale : **U4 Med 2**
Reports to : **Senior Dental Technologist**
Responsible for: **Dental Technician**

Job purpose

To conduct simple designing and fabrication of dental prosthetic appliances for patients

Key Duties and Responsibilities

1. Designing, fabricating and fitting simple prosthetic appliances;
2. Managing and accounting for allocated resources;
3. Carrying out health education on maintenance of fabricated prosthetic appliances to dental staff;
4. Carrying out dental health research and collecting;
5. Imparting knowledge and skills to students and staff;
6. Ensuring that staffs adhere to Codes of Conduct and Ethics by staff;
7. Carrying out human resource management activities like identifying manpower needs, training, promotional, leave and deployment; and
8. Compiling and submitting periodic reports to relevant authorities.

Personal Specifications

a) Academic qualifications

- i. A Diploma in Dental Technology or its equivalent from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

At least three (3) years as a Dental Technician or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Health Information System Management
- Planning, Organizing and Coordinating
- Coaching and Mentoring
- Managing Employee Performance
- Information Communication Technology

(ii) Behavioral Competencies

- Concern for Quality and Standards
- Results orientation
- Ethics and Integrity
- Team work
- Time management

Job title : **Dental Technician**
Salary Scale : **U5 Med 2**
Reports to : **Senior Dental Technician**
Responsible for: **None**

Job Purpose

To fabricate dental prosthetic appliances for patients.

Key Duties and Responsibilities

1. Fabricating dental prosthetic appliances;
2. Referring complicated tasks to Senior Dental Technician;
3. Caring for and servicing equipment regularly;
4. Collecting and assembling data;
5. Preparing and submitting periodic reports; and
6. Requisitioning equipment and materials used in the dental laboratory and maintains an inventory.

Person Specifications

a) Academic qualifications

- i. A Diploma in Dental Technology from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Knowledge of dental technology tools and equipment
- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)
- Planning and Organizing

(ii) Behavioral Competencies

- Concern for quality and standards
- Ethics and Integrity
- Accountability
- Time management
- Results orientation

Job title : **Principal Assistant Public Health Dental Officer**
Salary Scale : **U3Med 2**
Reports to : **Medical Officer, Special Grade (Dentistry)**
Responsible for: **Senior Assistant Public Health Dental Officer**

Job Purpose

To manage the delivery of effective and efficient oral health services.

Key Duties and Responsibilities

- 1) Coordinating, monitoring and evaluating delivery of oral/dental services in the hospital;
- 2) Managing and accounting for resources of oral health services;
- 3) Diagnosing, treating and managing patients;
- 4) Assessing and referring complicated cases;
- 5) Planning and monitoring provision of oral health education to patients and communities;
- 6) Initiating and participating in oral health research activities;
- 7) Identifying manpower, promotional and training needs and makes necessary recommendations;
- 8) Monitoring compliance to the Codes of Conduct and Ethics by staff;
- 9) Preparing and submitting work plans, budgets and reports to relevant authorities; and
- 10) Supervising, mentoring and appraising staff.

Person Specifications

a) Academic qualifications

- i. A Diploma in Public Health Dentistry or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

At least six (6) years, three (3) of which as Senior Assistant Public Health Dental Officer from Government or equivalent level of experience from a reputable organization.

c) Required competencies**(i) Technical**

- Planning, organizing, and coordinating
- Coaching and mentoring
- Health services delivery policy management
- Human Resource Management
- Information Communication Technology

(ii) Behavioral

- Concern for quality and standards
- Ethics and integrity
- Results orientation
- Leadership
- Problem solving and decision making

Job title : **Senior Assistant Public Health Dental Officer**
Salary Scale : **U4Med 2**
Reports to : **Principal Assistant Public Health Dental Officer**
Responsible for: **Assistant Public Health Dental Officer**

Job Purpose

To deliver general dental services.

Key Duties and Responsibilities

- 1) Diagnosing, treating and properly managing patients;
- 2) Implementing infection control measures in the unit;
- 3) Referring complicated cases;
- 4) Carrying out oral/dental health education to patients and communities;
- 5) Monitoring and reporting on the delivery of dental services;
- 6) Requisitioning and accounting for equipment and related supplies;
- 7) Enforcing adherence to the relevant Codes of Conduct and Ethics by staff;
- 8) Compiling and submitting activity reports; and
- 9) Supervising, mentoring and appraising staff.

Person Specifications

a) Academic qualifications

- i. A Diploma in Public Health Dentistry or its equivalent from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

At least three (3) years as Assistant Public Health Dental Officer from Government or equivalent level from a reputable organization.

c) Required competences**(i) Technical**

- Knowledge in public health dental Care procedures and processes
- Planning, organizing and coordinating.
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Inter personal relations
- Problem solving and decision making.

Job title : **Assistant Public Health Dental Officer**
Salary Scale : **U5Med 2**
Reports to : **Senior Assistant Public Health Dental Officer**
Responsible for: **None**

Job Purpose

To implement Dental services activities in the health facility and the community.

Key Duties and Responsibilities

- 1) Diagnosing, treating, and managing dental patients;
- 2) Referring complicated cases;
- 3) Implementing safety measures against hazards in the unit;
- 4) Maintaining functionality and security of dental equipment;
- 5) Providing technical support in implementing community dental outreach programs; and
- 6) Collecting, compiling and submitting dental health data.

Person Specifications

a) Academic qualifications

- i. A Diploma in Public Health Dentistry or its equivalent from a recognized Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Records and Information Management
- Management of organizational environment
- Information Communication Technology (ICT)
- Planning and organizing work schedule
- Operation of dental tools and equipment

(ii) Behavioral

- Concern for quality and standards
- Ethics and Integrity
- Communicating effectively
- Time management
- Results orientation

ORTHOPAEDIC SERVICES

Job title	:	Principal Assistant Orthopaedic Officer
Salary Scale	:	U3Med 2
Reports to	:	Medical Officer (Special Grade)
Responsible for:		Senior Assistant Orthopaedic Officer

Job Purpose

To provide technical support in the management of injuries and bone diseases.

Key duties and Responsibilities

- 1) Dressing and assessing the condition of the wounds prior to cast applications;
- 2) Preparing work plans, and budgets for orthopaedic services;
- 3) Managing and accounting for allocated resources;
- 4) Removing sutures, staples and pins related to external fixation;
- 5) Training patients and their families in the care of the cast, splint or brace as well as skin care;
- 6) Liaising with Wards and Theatres in pre-operative, operative and post-operative patient care;
- 7) Requisitioning for orthopaedic equipment and other supplies;
- 8) Conducting orthopaedic related research;
- 9) Training orthopaedic students and staff;
- 10) Enforcing staff adherence to Professional Code of Conduct and Ethics;
- 11) Compiling and submitting periodic reports; and
- 12) Supervising, mentoring and appraising staff.

Persons Specifications

a) Academic qualifications

- i. Must have a Diploma in Orthopaedic Medicine or its equivalent from a recognized Institution.
- ii. Should have a post basic qualification in either Administration, Management or Health Service Management or the equivalent from a recognized University/Institution
- iii. Must be registered and gazetted by AHPC.

b) Working experience

At least six (6) years working experience, three (3) of which should have been at Senior Assistant Orthopaedic Officer level in Government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Risk management
- Coaching and mentoring

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Problem solving and decision making

Job title : **Senior Assistant Orthopaedic Officer**
Salary Scale : **U4 Med 2**
Reports to : **Principal Assistant Orthopaedic Officer**
Responsible for: **Assistant Orthopaedic Officer**

Job Purpose

To manage injuries and bone diseases.

Key duties and Responsibilities

- 1) Dressing and assessing the condition of the wounds prior to cast applications;
- 2) Removing sutures, staples and pins related to external fixation;
- 3) Training patients and their families in the care of the cast, splint or brace as well as skin care;
- 4) Liaising with Wards and Theatres in pre-operative, operative and post-operative patient care;
- 5) Requisitioning for orthopaedic equipment and other supplies;
- 6) Managing and accounting for allocated resources;
- 7) Repairing and maintaining orthopaedic equipment;
- 8) Conducting orthopaedic research;
- 9) Training students and staff;
- 10) Observing and adhering to the professional code of conduct and Ethics; and
- 11) Compiling and submitting periodic reports.

Persons Specifications

a) Academic qualifications

- i. Must have a Diploma in Orthopaedic Medicine or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by AHPC.

b) Working experience

At least three (3) years' experience at Assistant Orthopaedic Officer level in in Government or the equivalent from a reputable organization.

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Risk management
- Coaching and mentoring

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Team work

Job title : **Assistant Orthopaedic Officer**
Salary Scale : **U5 Med 2**
Reports to : **Senior Assistant Orthopaedic Officer**
Responsible for: **None**

Job Purpose

To manage injuries and bone diseases.

Key duties and Responsibilities

- 1) Dressing and assessing the condition of the wounds prior to cast applications;
- 2) Removing sutures, staples and pins related to external fixation;
- 3) Training patients and their families in the care of the cast, splint or brace as well as skin care;
- 4) Referring complicated cases to Senior Assistant Orthopaedic Officer;
- 5) Caring for and servicing orthopaedic equipment regularly;
- 6) Conducting orthopaedic research;
- 7) Observing and adhering to the Professional Code of Conduct and Ethics; and
- 8) Compiling and submitting periodic reports.

Persons Specifications

a) Academic qualifications

- i. Must have a Diploma in Orthopaedic Medicine or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by Allied Health Professionals Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Risk management
- Planning and organizing work schedule

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Time management

Job title : **Senior Orthopaedic Technologist**
Salary Scale : U3 Med 2
Reports to : **Principal Orthopaedic Technologist**
Responsible for: **Orthopaedic Technologist**

Job Purpose

To design and fabricate orthopaedic equipment

Key duties and responsibilities

- 1) Designing specialized casts, fracture braces, body casts, halo body casts) using plaster or synthetic materials;
- 2) Measuring and fitting patients for orthopaedic devices and ambulatory aids;
- 3) Educating and instructing patients on traction therapy, proper care and use of orthopaedic technologies;
- 4) Providing technical guidance in the application, maintenance and adjustment of traction (skin, skeletal and manual);
- 5) Monitoring the fabrication and application of splints and bandages (i.e., finger splints, valpeau bandages, pressure dressings, humeral splints, knee splints, etc.);
- 6) Liaising with other health care professionals such as physicians, nurses, physiotherapists and occupational therapists on the use of orthopaedic appliances;
- 7) Training and supervising Orthopaedic students; and
- 8) Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelor of Science degree in either Prosthetic and Orthotics, Orthopaedics or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

At least three (3) years working experience, at the level of Orthopaedic Technologist in Government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Knowledge management
- Research and analytical skills
- Information Communication Technology
- Records and information management
- Coaching and mentoring
- Risk management

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Time management

Job title : **Orthopaedic Technologist**
Salary Scale : U4 Med 2
Reports to : **Senior Orthopaedic Technologist**
Responsible for: **None**

Job Purpose

To fabricate orthopaedic equipment

Key duties and responsibilities

- 1) Fabricating fracture braces, body casts, halo body casts using plaster or synthetic materials;
- 2) Measuring and fitting patients for orthopaedic devices and ambulatory aids;
- 3) Training patients on traction therapy, proper care and use of orthopaedic technologies;
- 4) Providing technical guidance in the application, maintenance and adjustment of traction (skin, skeletal and manual);
- 5) Fabricating and advising on the application of splints and bandages (i.e., finger splints, valpeau bandages, pressure dressings, humeral splints, knee splints, etc.);
- 6) Liaising with other health care professionals such as physicians, nurses, physiotherapists and occupational therapists on the use of orthopaedic appliances;
- 7) Training and supervising Orthopaedic students; and
- 8) Supervising, mentoring and appraising staff

Person specifications

a) Academic qualifications

- i. A Bachelor of Science degree in either Prosthetic and Orthotics, Orthopaedics or its equivalent from a recognized University/Institution.
- ii. Registered and gazetted by Allied Health Professional Council.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Coaching and mentoring
- Risk management

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Time management

Job title : **Senior Orthopaedic Technician**
Salary Scale : U4 Med 2
Reports to : **Senior Orthopaedic Technologist**
Responsible for: **Orthopaedic Technician**

Job Purpose

To provide artificial appliances and other orthopaedics services

Key duties and Responsibilities

- 1) Fabricating artificial limbs to correct or for replacement of missing body parts to restore function;
- 2) Assembling wheelchairs and producing crutches, walking sticks and shoes to facilitate movement of patients;
- 3) Referring complicated cases to Principal Orthopaedic Technologist;
- 4) Requisitioning equipment and other supplies in the workshop and maintaining an inventory;
- 5) Participating in planning and budgeting for the Orthopaedic Workshops and accounting for the allocated resources;
- 6) Authorizing the sale of some Orthopaedic appliances to patients and providing accountability;
- 7) Adhering to the professional code of conduct and Ethics; and
- 8) Compiling and submitting periodic reports.

Persons Specifications

a) Academic qualifications

- i. Must have a Diploma in Orthopaedic Technology or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by AHPC

b) Working experience

At least three years' experience at Orthopaedic Technician level in Government or an equivalent level from a reputable organization.

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Coaching and mentoring
- Risk management

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Time management

Job title : **Orthopaedic Technician**
Salary Scale : **U5 Med 2**
Reports to : **Senior Orthopaedic Technician**
Responsible for: **None**

Job Purpose

To provide artificial appliances and other orthopaedics services

Key duties and Responsibilities

- 1) Fabricating artificial limbs to correct or for replacement of missing body parts to restore function;
- 2) Assembling wheelchairs and producing crutches, walking sticks and shoes to facilitate movement of patients;
- 3) Assessing and referring complicated orthopaedic cases;
- 4) Requisitioning equipment and other supplies in the workshop and maintaining an inventory;
- 5) Adhering to the professional code of conduct and Ethics; and
- 6) Compiling and submitting periodic reports.

Persons Specifications

a) Academic qualifications

- i. Must have a Diploma in Orthopaedic Technology or its equivalent from a recognized Institution.
- ii. Must be registered and gazetted by AHPC.

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Research and analytical skills
- Information Communication Technology
- Records and information management
- Risk management

(ii) Behavioral

- Innovation and creativity
- Concern for quality and standards
- Communicating effectively
- Ethics and integrity
- Time management

ISOLATION DIVISION

Job title : **Hygiene Assistant**
Salary Scale : **U7 SC**
Reports to : **Assistant Nursing Officer**
Responsible for: **Support staff**

Job Purpose

To promote a safe and secure environment at the isolation unit

Duties and Responsibilities

- 1) Supervising cleaning, disinfection and drying of isolation centre reusables and environment;
- 2) Managing isolation centre waste segregation, transportation and disposal;
- 3) Sensitizing inpatient on waste handling and washroom usage;
- 4) Requisitioning and accounting for cleaning and sanitation equipment and supplies;
- 5) Identifying and recommending strategies for maintain comfort, privacy, dignity and safety of staff and patients in the isolation area;
- 6) Providing support services in keeping the isolation unit orderly
- 7) Conducting routine checks to identify and evaluate detrimental environmental factors affecting the isolation area; and
- 8) Compiling and submitting relevant periodic reports.

Person Specifications

a) Academic qualifications

- i. Must have a Certificate in Environmental Health Science from a recognized Institution.
- ii. Must be registered and gazetted by AHPC.

b) Working Experience

Nil

c) Required competencies**(i) Technical**

- Knowledge in cleaning equipment and materials
- Planning and organizing cleaning schedules
- Records and Information Management
- Management of organizational environment
- Accountability

(ii) Behavioral

- Effective communication
- Ethics and Integrity
- Team work
- Self-control
- Time management

PATHOLOGY AND MEDICAL LABORATORY TECHNOLOGY

Medical Laboratory Technology

Job title	:	Principal Medical Laboratory Technologist
Salary Scale	:	U2 Med 2
Reports to	:	Medical Laboratory Specialist
Responsible for:		Senior Medical Laboratory Technologist

Job Purpose

To provide technical and managerial leadership in the delivery of laboratory services

Key duties and responsibilities

- 1) Producing and supervising medical laboratory services;
- 2) Establishing and monitoring the implementation of bio-safety and bio-security systems in the medical laboratories;
- 3) Establishment and monitoring quality assurance programs in the laboratory;
- 4) Analyzing laboratory data and producing periodic reports;
- 5) Supervising medical laboratory operations
- 6) Planning, budgeting and reporting on the performance of medical laboratory programmes and allocated resources;
- 7) Supervising, training and mentoring students and health workers;
- 8) Initiate and conduct research; and
- 9) Supervising, mentoring and appraising staff.

Person specification

a) Academic qualifications

- i. A Bachelors' degree in Medical Laboratory Science/Technology or its equivalent from a recognized University/Institution
- ii. A Masters' Degree in Medical Laboratory Science/Technology or its equivalent from a recognized University/Institution
- iii. A Post Graduate Qualification in either Management, Administration or Health Service Management or its equivalent from a recognized University/Institution will be and added advantage.
- iv. Must be registered with UAHPC and holds a valid practicing license

b) Working experience

Must possess six (6 years) relevant working experience, three (3) of which should be at Senior Medical Laboratory Technologist level in Government or the equivalent from a reputable Organization.

c) Required competences**(i) Technical**

- Health services delivery policy management.
- Planning, organizing and coordinating
- Information Communication Technology
- Strategic thinking
- Financial Management
- Human Resource Management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Leadership
- Ethics and integrity
- Problem solving and decision making.

Job title : **Senior Medical Laboratory Technologist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Medical Laboratory Technologist**
Responsible for: **Medical Laboratory Technologist**

Job Purpose

To conduct advanced laboratory investigations and research

Key duties and responsibilities

1. Conducting advanced laboratory analyses;
2. Supervising laboratories' activities;
3. Drafting work plans budgets and performance reports;
4. Developing and implementing standard operating procedure;
5. Managing equipment, materials and supplies;
6. Providing technical support in disease surveillance programmes and activities;
7. supervising implementation of bio-safety and bio-security of laboratories;
8. Supervising, training and mentoring students and health Workers;
9. Enforcing professional code of conduct; and
10. Supervising, mentoring and appraising staff.

Person specifications

a) Academic Qualifications

- i. A Bachelors' degree in Medical Laboratory Science/Technology or its equivalent from a recognized University/Institution
- ii. Must be registered with UAHPC and holds a valid practicing license.

b) Working experience

Must have three 3 years working experience as a Medical Laboratory Technologist in Government or a reputable Organization.

c) Required competencies**(i) Technical**

- Planning, organizing, and coordinating
- Coaching and mentoring
- Health services delivery policy management
- Human Resource Management
- Information Communication Technology

(ii) Behavioral

- Concern for quality and standards
- Ethics and integrity
- Results orientation
- Leadership
- Problem solving and decision making

Job title : **Medical Laboratory Technologist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Medical Laboratory Technologist**
Responsible for: **laboratory Technician**

Job Purpose

To conduct advanced laboratory investigations

Key duties and responsibilities

1. Collecting and analyzing specimens;
2. Implementing bio-safety and bio security guidelines;
3. Executing activity work plans and budgets;
4. Interpreting and reporting analysis results;
5. Supervising and on bench training of students;
6. Developing and implementing standard operating procedures;
7. Analyzing disease surveillance specimens;
8. Generating data from the laboratory for various purposes; and
9. Supervising, mentoring and appraising staff.

Person specifications

a) Academic Qualifications

- i. A Bachelors' degree in Medical Laboratory Science/Technology or its equivalent from a recognized University/Institution
- ii. Must be registered with UAHPC and holds a valid practicing license.

b) Working experience:

Nil

c) Required competencies**(i) Technical**

- Knowledge in medical analytical laboratory procedures and processes
- Planning, organizing and coordinating.
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Communicating effectively
- Problem solving and decision making.

Job title : **Senior Medical Laboratory Technician**
Salary Scale : **U4 Med 2**
Reports to : **Senior Medical Laboratory Technologist**
Responsible for: **Medical laboratory Technician**

Job Purpose

To conduct advanced laboratory analyses

Key duties and Responsibilities

1. Collecting and analyzing specimens;
2. Implementing bio-safety and bio security guidelines;
3. Executing work plans and budgets;
4. Interpreting and reporting results;
5. Supervising and on bench training of students;
6. Providing technical support in the development and implementation standard operating procedures;
7. Analyzing disease surveillance specimens;
8. Supervising, mentoring and appraising staff.

Person specifications

a) Academic Qualifications

- i. A Diploma in Medical Laboratory Technology/Techniques or its equivalent from a recognized University/Institution
- ii. Must be registered with UAHPC and holds a valid practicing license

b) Working experience

Must have experience of three (3) years as a Medical Laboratory Technician in Government or the equivalent from a reputable Organization

c) Required competencies**(i) Technical**

- Knowledge in medical analytical laboratory procedures and processes
- Planning, organizing and coordinating.
- Coaching and mentoring
- Information Communication Technology
- Records and information management

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Ethics and Integrity
- Team work
- Communicating effectively
- Problem solving and decision making.

Job title : **Medical Laboratory Technician**
Salary Scale : **U5 Med 2**
Reports to : **Senior Medical Laboratory Technician**
Responsible for: **Medical laboratory Assistant**

Job Purpose

To conduct basic laboratory analyses

Key duties and responsibilities

1. Carrying out laboratory investigations and submitting reports;
2. Preparing specimens and reagents according to established procedures;
3. Receiving, registering and indexing submitted specimens for analysis;
4. Supporting primary health care activities;
5. Servicing and maintaining laboratory equipment to ensure functionality;
6. Maintaining an inventory of the laboratory equipment;
7. Cleaning and sterilising Laboratory tools and equipment; and
8. Supervising, mentoring and appraising staff.

Person specifications

a) Academic Qualifications

- i. A Diploma in Medical Laboratory Technology/Techniques or its equivalent from a recognized University/Institution
- ii. Must be registered with UAHPC and holds a valid practicing license

b) Working experience

Nil

c) Required competencies**(i) Technical**

- Records and Information Management
- Management of organizational environment
- Application of relevant computer packages
- Planning and organizing work schedule
- Data collection, assembling and reporting

(ii) Behavioral

- Concern for quality and standards
- Ethics and Integrity
- Communicating effectively
- Time management
- Results orientation

CYTOTECHNOLOGISTS

Job title	:	Principal Cytotechnologists
Salary Scale	:	U2 Med 2
Reports to	:	Consultant (Pathology)
Responsible for	:	Senior Cytotechnologists

Job Purpose

To provide technical and managerial leadership in the delivery of Cytology analytical laboratory services.

Key duties and responsibilities

- 1) Interpreting cytological analysis findings, preparing and submitting cytological reports to authorized recipients;
- 2) Planning, budgeting and reporting on cytological analytical laboratory services;
- 3) Collaborating with Pathologists and Physicians to diagnose diseases and medical abnormalities;
- 4) Reviewing and updating cytology laboratory operational standards and safety protocols;
- 5) Supervising laboratory operations to ensure adherence to established protocols for accurate, reliable and consistent results;
- 6) Establishing and monitoring the implementation of quality assurance programs;
- 7) Initiating and implementing continuous learning and professional development plans and programmes to stay updated with the latest advancements in cytology, pathology, and laboratory techniques;
- 8) Undertaking research in cytotechnologist;
- 9) Supervising training and mentoring of students and staff;
- 10) Coordinating development and implementation of patients sensitizing and educating programmes on the significance of early detection and regular screenings;
- 11) Managing cytotechnologist laboratory equipment, accessories, and logistics; and
- 12) Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Cytotechnology from a recognized University/Institution
- ii. A Master's degree in Cytotechnology or the equivalent from a recognized University/Institution.
- iii. Post graduate qualification in either Health Services Management, Public Administration and Management, Hospital and Healthcare Management or the equivalent from a recognized University/Institution
- iv. Must be registered and gazetted by AHPC with a valid practicing license.

b) Working experience

At least six (6) years relevant working experience, three (3) of which should be at Senior Cytotechnologist level in Government or the equivalent from a reputable healthcare institution.

c) Required competencies

(i) Technical

- Planning, organizing, and coordinating.
- Financial management
- Research and analytical skills
- Information communication technology
- Human Resource Management

(ii) Behavioural

- Concern for quality and standards
- Critical thinking
- Results orientation
- Leadership
- Effective communication
- Networking

Job title : **Senior Cytotechnologist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Cytotechnologist**
Responsible for : **Cytotechnologist**

Job purpose:

To perform advanced cytotechnology analytical laboratory services.

Key duties and responsibilities

- 1) Screening cellular samples obtained from Pap smears, to detect and identify abnormalities indicative of diseases;
- 2) Interpreting cytological analysis findings, preparing and submitting cytological reports to authorized recipients;
- 3) Obtaining and screening cell samples to identify pathogen-effected cells;
- 4) Collaborating with Pathologists and Physicians to diagnose diseases and medical abnormalities;
- 5) Supervising maintenance of cytology laboratory equipment and reagents for effective and efficient laboratory operation;
- 6) Providing technical support in reviewing and updating cytology laboratory operational standards and safety protocols;
- 7) Implementing laboratory quality control programs to ensure adherence to established standards for the collection, preparation and analysis of specimens/samples;
- 8) Collaborating with pathologists and other medical professionals to ensure accurate diagnoses and appropriate patient care;
- 9) Conducting research in cytotechnology services;
- 10) Training, and mentoring of students and other health workers;
- 11) Sensitizing and educating patients to understand and reassure them of the significance of early detection and regular screenings; and
- 12) Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Cytotechnology from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC with a valid practicing license.

b) Working experience

At least three (3) years relevant working experience as Medical Technologist level in Government or the equivalent from a reputable healthcare institution.

c) Required competences

(i) Technical

- Planning, organizing, and coordinating.
- Research and analytical skills
- Information communication technology
- Coaching and mentoring
- Effective communicating

(ii) Behavioural

- Concern for quality and standards
- Critical thinking
- Results orientation
- Team work
- Interpersonal relations

Job title : **Cytotechnologist**
Salary Scale : **U4 Med 2**
Reports to : **Senior Cytotechnologist**
Responsible for: **None**

Job purpose:

To examine cellular specimens to establish presence and severity of a variety of diseases.

Key duties and responsibilities

- 1) Screening human cells or their components to establish their size, shape or colour using a microscope;
- 2) Preparing human cell samples for status examination to establish presence or absence of underlying diseases;
- 3) Preparing cellular specimens for preservation and analysis following laid down protocols;
- 4) Obtaining and screening cell samples to identify pathogen-effected cells;
- 5) Documenting observations and findings accurately and submit to the Senior Cytotechnologist for further management;
- 6) Maintaining laboratory equipment and reagents for effective and efficient laboratory operation;
- 7) Collecting, collating and assembling cytotechnology analysis and research data; and
- 8) Providing technical support in the implementation of patient sensitization and education programmes and activities.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Cytotechnology from a recognized University/Institution
- ii. Must be registered and gazetted by AHPC with a valid practicing license.

b) Working experience

Nil.

c) Required competencies**(i) Technical**

- Planning and organizing work schedules
- Research and analytical skills
- Information communication technology
- Records and information management
- Effective communicating

(ii) Behavioural

- Concern for quality and standards
- Results orientation
- Team work
- Interpersonal relations
- Time management

RESPIRATORY TECHNICIAN

Job title	:	Respiratory Technician
Salary Scale	:	U5 Med 2
Reports to	:	Medical Officer
Responsible for:		None

Job purpose:

To operate and maintain respiratory therapy equipment and machines in the hospital/ health facility.

Key duties and responsibilities

- 1) Processing ventilators by cleaning, disinfecting, re-circuiting and transporting them to critical care areas;
- 2) Transporting and delivering diagnostic and specialty gases in all clinical and laboratory service areas within the hospital environment as requested by clinical personnel;
- 3) processing and assembling respiratory equipment, collecting clean respiratory equipment from repossessing area, reassembling and verifying operations and packaging equipment for delivery to clinical areas;
- 4) Performing therapeutic and emergency equipment complement rounds in patient care areas;
- 5) Maintaining adequate levels of respiratory supplies and medical gas cylinder inventories in the hospital;
- 6) Receiving, assessing and prioritising requests of respiratory equipment and materials' supplies by authorised centres;
- 7) Maintaining an update data bank on requisitions, receipts and dispatches/ deliveries or respiratory equipment and materials; and
- 8) Planning, budgeting and reporting on respiratory therapy equipment maintenance and supplies.

a) Academic Qualifications

- i. A Diploma in either Bio-Medical Engineering, Clinical Medicine or Nursing from a recognized training institution,
- ii. Must be registered with a relevant professional regulatory body.

b) Working experience

Nil.

c) Required competencies**i) Technical**

- Management of organizational environment
- Records and Information Management
- Physical strength and endurance
- Information Communication Technology (ICT)
- Accountability

ii) Behavioural

- Concern for quality and standards
- Ethics and Integrity
- Results orientation
- Time management
- Interpersonal relations

RADIOPHARMACY

Job title	:	Principal Radiopharmacist
Salary Scale	:	U2 Med 2
Reports to	:	Consultant Nuclear Medicine
Responsible for:		Senior Radiopharmacist

Job purpose:

To manage the preparation, application and disposal of radiopharmaceuticals in the hospital.

Key duties and responsibilities

1. Coordination quality assurance and quality control testing of nuclear medicine drugs and related consumables;
2. Reviewing and developing appropriate radiation protection processes and procedures for the nuclear medicine unit;
3. Supervise and approves requisitions for radiopharmaceuticals in the nuclear medicine Unit;
4. Provide technical support and guidance in the procurement, utilisation and disposal of nuclear medicine drugs and related consumables;
5. Initiating and conducting research involving radioactive substances;
6. Planning and conducting training of nuclear medicine staff on handling and use of radio pharmaceuticals;
7. Supervising implementation of quality control programmes and strategies for equipment and pharmaceutical supplies;
8. Planning budgeting and reporting for the nuclear medicine Unit;
9. Participating in IAEA (Internationall Atomic Energy Agency) programmes and activities in regard to nuclear medicine drugs and related materials; and
10. Supervising, mentoring and appraising staff.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Pharmacy from a recognized University/Institution
- ii. A Masters' Degree in Radiopharmacy or its equivalent from a recognized University/Institution
- iii. A Post Graduate Qualification in either Management, Administration or Health Service Management or its equivalent from a recognized University/Institution will be and added advantage.
- iv. Must be recognized by atomic energy council as a radiation worker
- v. Must be registered with Pharmacy Society of Uganda and holds a valid practicing license.

b) Working experience

At least six (6) years relevant working experience, three (3) of which should be at Senior Radiopharmacist level in Government or the equivalent from a reputable healthcare institution.

c) Required Competencies

(i) Technical

- Nuclear Medicine policies and protocols
- Planning, organizing, and coordinating.
- Research and analytical skills
- Information communication technology
- Coaching and mentoring
- Analytical techniques

(ii) Behavioural

- Concern for quality and standards
- Critical thinking
- Results orientation
- Leadership
- Interpersonal relations

Job title : **Senior Radiopharmacist**
Salary Scale : **U3 Med 2**
Reports to : **Principal Radiopharmacist**
Responsible for: **Radiopharmacist**

Job purpose:

To technical leadership and guidance in the preparation, application and disposal of radiopharmaceuticals in the hospital.

Key duties and responsibilities

1. supervising the receipt, storage and dispatch of radiopharmaceuticals in the hospital;
2. controlling inventory of radioactive drugs/radiopharmaceuticals;
3. providing technical support in the procurement of drugs used in nuclear medicine and related supplies;
4. Enforcing adherence to appropriate radiation protection processes and procedures in the nuclear medicine unit;
5. Conducting training of nuclear medicine staff and patients on use of radiopharmacy drugs, procedures and processes;
6. Ensure proper disposal of radiopharmaceuticals and related consumables.
7. Implementing quality control programmes and strategies for equipment and pharmaceutical supplies in the hospital;
8. Advise patients on matters related to the use of radiopharmaceuticals
9. Drafting and submitting work plans, budgets and reports to the Principal Radiopharmacist;
10. Implementing research programmes and activities in regard to radioactive substances; and
11. Supervising, mentoring and appraising staff.

Person specifications**a) Academic qualifications**

- i. A Bachelors' degree in Pharmacy from a recognized University/Institution
- ii. A Masters' Degree in Radiopharmacy or its equivalent from a recognized University/Institution
- iii. Must be recognized by atomic energy council as a radiation worker
- iv. Must be registered with Pharmacy Society of Uganda and holds a valid practicing license.

b) Working experience

At least three (3) years relevant working experience at Radiopharmacist level in Government or the equivalent from a reputable healthcare institution.

c) Required competences**(i) Technical**

- Aseptic manipulation skills
- Planning, organizing, and coordinating.
- Research and analytical skills
- Information communication technology
- Coaching and mentoring
- Effective communicating

(ii) Behavioural

- Concern for quality and standards
- Critical thinking
- Results orientation
- Team work
- Interpersonal relations

Job title : **Radiopharmacist**
Salary Scale : U4 Med 2
Reports to : Senior Radiopharmacist
Responsible for: None

Job purpose:

To implement preparation, application and disposal of radio pharmacy activities in the hospital.

Key duties and responsibilities

- 1) Prepare requisitions for radiopharmaceuticals and related supplies in the nuclear medicine Unit;
- 2) Sensitizing staff and patients on nuclear medicine and related materials;
- 3) Providing technical support and guidance in the disposal of radiopharmaceuticals and related consumables.
- 4) Implementing quality control programmes and strategies for equipment and pharmaceutical supplies in the hospital;
- 5) Providing technical advice to patients on matters related to the use of radiopharmaceuticals;
- 6) Drafting and submitting reports on the availability and utilization of radioactive drugs in the unit relevant authorities;
- 7) Handling and dispensing radioactive drugs to patients; and
- 8) conducting research involving radioactive substances.

Person specifications

a) Academic qualifications

- i. A Bachelors' degree in Pharmacy from a recognized University/Institution
- ii. Professional qualification in Radiopharmacy from a recognized Institution
- iii. Must be recognized by atomic energy council as a radiation worker
- iv. Must be registered with Pharmacy Society of Uganda and holds a valid practicing license.

b) Working experience

Nil

c) Required Competencies**(i) Technical**

- Aseptic manipulation skills
- Planning and organizing
- Research and analytical skills
- Information communication technology
- Effective communicating

(ii) Behavioural

- Concern for quality and standards
- Critical thinking
- Results orientation
- Team work
- Interpersonal relations