The Belgian development agency, BTC, mobilises its resources and its expertise to eliminate poverty in the world. BTC contributes to the efforts of the international community and works towards a society that provides present and future generations with sufficient resources to build a sustainable and fair world.

Operating now in 18 countries out of Africa, Asia and Latin America, The Belgian Development Agency is currently supporting over more than 200 programs and cooperation projects. As a result of a ministry of cooperation’s decision, future action will be concentrated on 14 country of intervention.

In view of the further development of its activities BTC is currently looking for a (m/f):

**International Technical Assistance Public Health**

“For the institutional capacity building project in planning leadership and management in the Uganda health sector – ICB-II project”

**Ref.: UGA/14/028-1**

**Location:** Kampala – The candidate will reside in Kampala and its main field of activity will be within the Ministry of Health (70%) and field visits at District Health Office level, in hospitals and Health Sub-Districts (30%) in the regions of intervention. Ten days field presence every 2 months.

**Duration of the contract:** 36 months

**Probable starting date:** as soon as possible

**Monthly salary package:** between 5,624.06 euro and 7,959.57 euro (this includes the gross monthly salary and the expat benefits: hardship allowance and expat allowance). The salary is calculated, depending on the composition of the family and the number of years of relevant experience.

**Project:**

The Institutional capacity building project in planning leadership and management in the Uganda health sector comes as a follow-up of a first phase and as a complement to Private Non For Profit (PNFP) project. It will expand work started in 15 districts within the 2 regions of Rwenzori and Western Nile (learning from good practices and attempting to address challenges). It will intervene at the national level (Ministry of Health (MoH)), at the intermediate coordination level, at district level and health facility level in complementarity with PNFP project, Health Budget Support and the Support to Beneficiary Institutes for the Skills Development of their Human Resources (SDHR) project.

Quality of leadership, planning and management, as well as clinical care will be expected to improve as a consequence of ICB-II activities. Capacities in financial, monitoring and evaluation, clinical and managerial quality management, human resources planning and management will be strengthened at various level of intervention of ICB-II. These strengthened capacities will contribute to the design and implementation of results-based financing (RBF) at facility level according to needs (with the perspective of a health insurance system in the long run), the improved planning and management at district level, the possible design
and implementation of regional structures in support to the districts, and better functioning of MoH headquarters and Health Manpower Development Center (HMDC).

As a consequence of the above strategic options, the project will have as a general objective to further improve effective delivery of an integrated Uganda Minimum Health Care Package.
The specific objective is to strengthen the planning, leadership & management capacities of (public) health staff – particularly at local government level. This should enhance the provision of quality services within an integrated health system.

The results are the following:
Result 1: The quality of care at hospital and HC IV is strengthened
Result 2: District health offices and management teams are strengthened in their capacity to manage integrated district health systems and to strengthen quality of care
Result 3: Integrated regional network of health facilities is in place
Result 4: The normative role of the MoH is strengthened

The International Technical Adviser will assure the general management of the above project at the Belgian side of the partnership with Uganda. As a programme coordinator he will assure the coherence and complementary role of the PNFP project with the ICB II project. As a programme coordinator he will also coach the international Administrative and Financial Expert.

Function:

- Responsible for the functional coordination between PNFP and ICB II project
- Support coordination with all stakeholders inside and outside the MoH
- Steer the international Administrative and Financial Expert
- Coordinate the work between all National Technical Assistant working in PNFP and ICB-II
- Participate to joint planning
- Support the MoH in its efforts to coordinate capitalisation of experiences and policy recommendation exercises
- Responsible for the co-management procedures in the ICB II project
- Co-responsible for the planning and budgeting of activities
- Co-responsible for the guiding of NTA
- Actively assist in capacity building of project and national MoH staff
- Conceive and organise action-research initiatives
- Co-responsible in the development of a M & E system, based on the establishment of a baseline for each explicit topic of interest of the project
- Support the MoH in capitalising experiences generated at the operational level and translate them in a national policy
- Organise activities to improve the quality of care and the organisational quality
- Organise formal evaluation conversations with the ITA of the PNFP project and the iAFE
Profile:

- **Qualifications**
  - Degree in Medicine
  - Master Degree in Public Health or equivalent diploma (candidate will have to provide course content)

- **Experience**
  - At least 8 years in the field of public health and health service organisation of which at least 3 years in development countries.
  - Experience in institutional support and work at a ministry’s level.
  - Experience in effective management of health care facilities (Health district management).
  - Previous experience of coordination and leadership in a similar context
  - Experience in dealing with crosscutting issues (gender, SRHR, HIV)
  - Experience in action-research and capitalisation exercises are advantages
  - Knowledge on complexity concepts and management in complex environments are advantages
  - Knowledge on RBF and health insurance are advantages

- **Other**
  - Leadership and coaching skills (listening, consensus building, take difficult decisions)
  - Good knowledge of computer tools.
  - Able to initiate new ideas, discuss and question them.
  - Willingness to learn new concepts and a scientific curiosity
  - Combine analytical skills with good interpersonal skills.
  - Good communication skills (negotiation, moderation, representation, presentation of results).
  - Excellent in oral and writing skills in English.

**Interested?**

Please apply no later than 26th of August, through our website www.btcctb.org. Use our Standard CV and a letter of motivation to apply. You can find the model of our Standard CV on the Jobs page of our website. If you have any additional questions, don’t hesitate to contact us at +32 (0)2/505 18 65.