THE REPUBLIC OF UGANDA

HEALTH SERVICE COMMISSION

EXTERNAL ADVERT NO. 2 OF OCTOBER, 2026

Applications are invited from suitably qualified applicants to fill vacant posts tenable at **Ministry of Health Headquarters, Mulago NRH, Butabika NRMH, MSWNH, Kawempe RH, Kiruddu RH, Entebbe RRH, Arua RRH, Hoima RRH, Mbarara RRH, Gulu RRH, Mbale RRH, Kabale RRH, Kayunga RRH, Yumbe RRH, Lira RRH, Soroti RRH, China – Uganda Friendship Hospital-Naguru, Masaka RRH, Fort Portal RRH, Moroto RRH, Jinja RRH , Uganda Blood Transfusion Services(UBTS), Uganda Prisons Service(UPS) and Uganda Virus Research Institute (UVRI).**

The Applications should be filled **ONLINE** at https://hscers.ug **OR** https://www.hscers.ug and submitted to the Secretary, Health Service Commission **not later than 16th November 2026.**

1. Applicants are advised to:

a) Fill Public Service Form 3 (PSF 3) and present it for oral interviews.
b) Secure a scanned passport size photograph (JPEG format).
c) Scan and attach only the relevant documents.
d) Create an email address in case you do not have one.
e) Utilize your email address to create a new profile on the hscers portal.
f) Utilize your new profile to apply for a job on the hscers portal.

2. Required Documents include the following:

a) Academic and Professional certificates (UCE, UACE, Professional Certificates, Diplomas, Degrees, Fellowships).
b) Evidence of training in specialized areas where applicable.
c) Letters of appointment, confirmation and promotion where applicable.
d) Registration certificates and valid practicing licenses for Health Workers who are required by law to register with relevant Professional Councils.
e) National and current Institutional Identity Cards.
f) Attached documents should not exceed 1 MB

When uploading, priority should be given to only the required documents as per the job specifications. Shortlisted applicants will have the opportunity to present additional relevant documents during oral interviews.

3. Application Process

a) Visit the website hsc.go.ug
b) Study the information about the Advert.

c) Under https://hscers.ug **OR** https://www.hscers.ug, go to **"log-in"** and click register now. **If you are already registered, log-in with your registered details, update your profile where necessary and proceed to (d) and (e) below.**
d) View the jobs by clicking simple search and search for a job.
e) Select the job of your choice, click **APPLY NOW**, apply and upload all relevant documents and click **save application**. **NB: Applicants are allowed to apply for a maximum of 2 posts.**
f) At the end of the application process, click **SUBMIT** in order to submit your application.

Detailed guidance on how to apply is provided on both the e-Recruitment System and Health Service Commission website.

4. It is emphasized that:

a) The application should be completed and submitted **ONLINE**.
b) Only shortlisted candidates will be contacted.
c) Shortlisted candidates shall, **where applicable**, be required to bring their original certificates, letters of appointment, three copies of completed PSF 3, Registration Certificates and Valid Practicing Licenses and evidence of active service, at the oral interview.
d) Candidates who will present forged certificates and other documents shall be handed over to the Police for appropriate action.
e) Health Workers who are on long-term training (one year and above) must not apply.

5. In case of need, you are advised to seek help from the Health Service Commission which will respond to inquiries by telephone on **0414-254378** or **0414-348501,** or email at ers.help@hsc.go.ug. In addition, you may also seek help from the Ministry of Health **or** the nearest National **or** Regional Referral Hospital Human Resource Unit.

6. Regional Hubs
The Hubs are housed at Regional Referral Hospitals and can be accessed for application purposes. These include; **Arua, Entebbe, Fort Portal, Gulu, Hoima, Jinja, Kabale, Kayunga, Lira, Masaka, Mbale, Mbarara, Mubende, Moroto, Soroti and Yumbe Regional Referral Hospitals.**

All services of the Health Service Commission are provided free of charge and equal opportunity is given to all qualified applicants.

MINISTRY OF HEALTH HEADQUARTERS		
1.	**Post:**	**Senior Executive Consultant - 5 Posts**
	Reference:	**HRM 72/173/01 -BMoH/HQ**
	Salary Scale:	UIS
	Reports to:	Director General Health Services.
	Qualifications:	i. MBChB or BDS or equivalent from a recognized University/Institution. ii. A Master's Degree in Medicine or Public Health from a recognized university/institution iii. A Post Graduate qualification in management from a recognized university/institution
	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.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Coordinates the development, implementation and review of the hospital strategic and investment plans. b) Coordinates the development of work plans, budgets, ensure proper expenditure and accountability for hospital resources c) 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. d) Direct and control the sustenance of high standard of professional practice and observance of professional ethics and conduct in the Hospital. e) Ensure the provision of viable health services in the Hospital. f) Direct strategies aimed at ensuring high standards of healthcare. g) Initiates and maintains collaborative links with National and International h) Departments, Bodies and Organizations. i) Co-ordinates the development and implementation of the hospital's research agenda. j) Coordinate the packaging and dissemination of information to cultivate a positive image for the hospital. k) Coordinates risk management programmes at the hospital l) Monitors health delivery systems at the national referral for compliance with national regulatory framework
2.	**Post:**	**Assistant Commissioner (Human Resource Development) - 1 Post**
	Reference:	**HRM 72/173/01 – MoH/HQs**
	Salary Scale:	**U1E**
	Reports to:	**Commissioner (Institutional Capacity Building and Human Resources for Health Development)**
	Qualifications:	i. MBChB or Bachelor of Dental Surgery or Bachelor's Degree in Nursing or Bachelor's Degree in any Allied Health Sciences from a recognized University or Institution. ii. Master's Degree in Health Services Management or Health Systems Development or Public Health from a recognized University or Institution. iii. Post-Graduate qualification in Human Resource Planning and Development from a recognized University or Institution.
	Experience	At least nine (9) years' working experiences in delivery of health care or teaching in Tertiary Health Training Institutions and management of health programmes of which

		three (3) years should have been at the level of Principal Officer in Government or an equivalent level from a reputable organization.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Formulate and review policies and guidelines for Human Resources for Health development. b) Identify, assess and document Human Resource for Health development gaps in the health sector. c) Develop and implement plans and strategies for Human Resource for Health development. d) Coordinate and implement capacity-building programmes for Human Resources for Health. e) Monitor and evaluate Human Resource for Health development plans, strategies and programmes. f) Provide technical guidance on Human Resource for Health development to relevant stakeholders. g) Prepare and submit performance plans, work plans and periodic reports on Human Resource for Health development. h) Coordinate training, career development and professional development programmes for health workers. i) Supervise, mentor and manage the performance of staff under the Human Resource Development Division. j) Perform any other duties as may be assigned from time to time.
3.	**Post:**	**Environmental Health Officer - 1 Post**
	Reference:	**HRM 72/173/01 – MoH/HQs**
	Salary Scale:	**U4**
	Reports to:	**Senior Environmental Health Officer**
	Qualifications:	Bachelors of Science in Environmental Health Science from a recognized institution.
	Duties and Responsibilities:	a) Participate in environmental health policy formulation. b) Provide technical support on environmental health. c) Monitor implementation of environmental health activities. d) Monitor policy implementation of public health/environmental policies and legislations. e) Participate in capacity building activities for environmental health. f) Perform any other duties as may be assigned from time to time.
4.	**Post:**	**Research Officer**
	Reference:	**HRM 72/173/01 – MoH/HQs**
	Salary Scale:	**U4**
	Reports to:	Senior Research Officer
	Qualifications:	MBChB, BVM, or an Honours Bachelor of Science in Zoology, Environmental Health or Social Sciences.
	Duties and Responsibilities:	a) Develop Research Policy and guidelines. b) Participate in developing research proposals. c) Support data collection and analysis. d) Participate in preparing research reports. e) Collaborate with international research organizations. f) Provide support supervision to districts. b) Perform any other duties as assigned
5.	**Post:**	**Assistant Engineering Officer (Electrical) -1 Post**

	Reference:	**HRM 72/173/01 – MoH/HQs**
	Salary Scale:	**U5**
	Reports to:	**Electric Engineer**
	Qualifications:	Diploma in Electrical Engineering or its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Participate in the installation, repair and maintenance of machinery and equipment in the Institution. b) Participate in the servicing and repair of medical plants. c) Inspect and detect faulty electrical equipment and installations, correct the faults and/or recommend appropriate remedial action. d) Participate in preventive and corrective maintenance of electrical installations, equipment and systems. e) Participate in testing and commissioning of electrical installations and equipment. f) Assist in ensuring compliance with electrical safety standards and procedures. g) Maintain records of electrical maintenance, repairs and equipment servicing. h) Prepare and submit periodic reports on electrical engineering activities. i) Promote observance of professional standards, safety requirements and the relevant Codes of Conduct and Ethics. j) Perform any other duties as may be assigned from time to time.
6.	**Post:**	**Assistant Engineering Officer (Mechanical) - 1 Post**
	Reference:	**HRM 72/173/01 – MoH/HQ**
	Salary Scale:	**U5**
	Reports to:	**Mechanical Engineer**
	Qualifications:	Diploma in Mechanical Engineering or its equivalent from a recognized institution.
	Duties and Responsibilities:	a) Participate in the installation, maintenance and repair of mechanical equipment, machinery and systems. b) Carry out preventive and corrective maintenance of mechanical equipment and installations. c) Inspect mechanical equipment and identifies faults and recommends appropriate remedial action. d) Participate in the servicing and repair of medical and non-medical mechanical equipment. e) Assist in the installation, testing and commissioning of mechanical equipment and systems. f) Participate in the maintenance and repair of boilers, pumps, generators, lifts, air-conditioning systems and other mechanical installations, where applicable. g) Monitor the performance and condition of mechanical equipment and recommends replacement or repair where necessary. h) Assist in preparing technical specifications, cost estimates and bills of quantities for mechanical works. i) Maintain records of mechanical equipment, maintenance schedules, repairs and servicing. j) Participate in inspection of mechanical works to ensure compliance with approved specifications and standards. k) Ensures observance of occupational health and safety requirements in mechanical engineering activities. l) Prepares and submits periodic reports on mechanical engineering activities. m) Provides technical guidance on the proper operation and maintenance of mechanical equipment. n) Performs any other duties as may be assigned by the supervisor.
7.	**Post:**	**Engineering Assistant (Biomedical) - 2 Posts**
	Reference:	**HRM 72/173/01 – MoH/HQs**

	Salary Scale:	**U5**
	Reports to:	**Biomedical Engineer**
	Qualifications:	Diploma in Biomedical Engineering or Technology from a recognized institution.
	Duties and Responsibilities:	a) Install, test and commission biomedical equipment. b) Carry out preventive and corrective maintenance of biomedical equipment. c) Diagnose and repair faulty medical equipment. d) Conduct routine inspection and performance testing of equipment. e) Maintain equipment service records and inventory. f) Advise users on proper operation and handling of equipment. g) Identify equipment faults and recommend appropriate corrective action. h) Participate in procurement, installation and commissioning of biomedical equipment. i) Support calibration and safety testing of medical equipment. j) Prepare periodic reports on biomedical equipment maintenance. k) Perform any other duties as assigned.
8.	**Post:**	**Engineering Assistant (Mechanical) 1 Post**
	Reference:	**HRM 72/173/01 – MoH/HQs**
	Salary Scale:	U7
	Reports to:	**Assistant Engineering Officer (Mechanical)**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Mechanical Engineering or an equivalent qualification from a recognised institution.
	Duties and Responsibilities:	a) Assist in the installation, operation, maintenance and repair of Mechanical systems and equipment. b) Carry out routine inspection and preventive maintenance of Mechanical equipment. c) Identify Mechanical faults and undertake repairs under the guidance of the supervising Engineer/Technician. d) Assist in testing electrical systems and equipment to ensure safe and efficient operation. e) Maintain Mechanical repairs Movable machines and other health-facility areas. f) Assist in maintenance of generators, Vehicles systems, and other Mechanical g) Keep records of Mechanical maintenance, repairs, faults and materials used. g) Assist in monitoring contractors undertaking Mechanical works and report defects to the supervisor. h) Observe electrical safety standards, occupational health and safety requirements. i) Manage and account for tools, equipment and materials entrusted to him/her. j) Prepare routine reports on Mechanical works and maintenance activities. k) Perform any other duties as may be assigned from time to time.

REGIONAL REFERRAL HOSPITALS		
1.	**Post:**	**Senior Consultant (Internal Medicine) - 4 Posts (1 Fort Portal RRH, 1 Mbarara RRH, 1 Gulu RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Executive Consultant**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University/Institution. ii. Master of Medicine (Internal Medicine) or equivalent from a recognized University/Institution.
	Experience:	At least nine (9) years' working experience as a Specialist**,** three (3) of which should be at the level of Consultant (Internal Medicine) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnose, treat and manage medical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Hospital and its catchment area. c) Supervise and mentor Consultants, Associate Consultants, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate continuing Professional Development (CPD) in his/her area of specialty for Health Professionals at the Hospital and its catchment area. f) Promote observance of the professional Codes of Conduct and Ethics by staff under him/her. g) Provide technical and professional advice in his/her area of specialty to Government and the Hospital. h) Carry out research in his/her area of specialty. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. k) Perform any other duties as may be assigned from time to time.
2.	**Post:**	**Senior Consultant (Maternal and Fetal Medicine) - 1 Post**
	Reference:	**HRM 72/173/23 – Fort Portal - RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. MBChB or its equivalent from a recognized University or institution. ii. Master of Medicine in Obstetrics and Gynecology or its equivalent from a recognized institution. iii. Postgraduate qualification in Maternal-Fetal Medicine or equivalent recognized subspecialty training from a recognized institution
	Experience:	At least nine (9) years' working experience as a Specialist, three (3) of which should be at the level of Consultant (Obstetrics and Gynaecology) with demonstrable experience in Maternal and Fetal Medicine in Government or reputable organization.
	Other Requirements:	Demonstrable clinical leadership and integrity.
	Duties and Responsibilities:	a) Provides specialized Maternal-Fetal Medicine services and manages high-risk pregnancies and complex maternal and fetal conditions. b) Provides expert clinical advice and leads multidisciplinary management of complicated maternal and fetal cases.

		c) Supervises, mentors and trains medical and other health professionals in Maternal-Fetal Medicine. d) Develops and implements clinical guidelines, protocols and standards for Maternal-Fetal Medicine services. e) Conducts and participates in clinical research, audits, quality improvement and maternal and perinatal mortality reviews. f) Provides specialist outreach and technical support to other health facilities. g) Advises management on matters relating to Maternal-Fetal Medicine services h) Performs any other duties as may be assigned by the Responsible Officer.
3.	**Post:**	**Senior Consultant (Paediatrics and Child Health) - 1 Post**
	Reference:	**HRM 72/173/23 – Mbarara RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Executive Consultant**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine in Paediatrics and Child Health or equivalent qualification from a recognized University/Institution.
	Experience:	At least nine (9) years' working experience as a Specialist**,** three (3) of which should be at the level of Consultant (Paediatrics and Child Health) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnoses, treats and manages complex paediatric and child health conditions and performs specialised clinical procedures. b) Provides specialised care for children and adolescents, including management of critically ill patients. c) Manages paediatric emergencies and provides specialist guidance in emergency and critical care. d) Ensures efficient and quality delivery of paediatric and child health services. e) Provides technical and professional leadership in the specialty. f) Supervises, coaches, mentors, appraises and trains Consultants, Associate Consultants, Medical Officers and other health professionals under his/her supervision. g) Plans and coordinates training programmes for health professionals under his/her supervision. h) Teaches Medical Students, postgraduate trainees and other health students. i) Supervises and trains Intern Doctors and postgraduate trainees. j) Provides technical and professional advice to Government and the institution on matters relating to Paediatrics and Child Health. k) Coordinates and manages the referral and counter-referral system for paediatric patients. l) Ensures observance of discipline and the professional Code of Conduct and Ethics by staff under his/her supervision. m) Plans, coordinates and conducts research in Paediatrics and Child Health. n) Plans and coordinates Continuing Professional Development (CPD) activities in the specialty. o) Provides technical guidance on specifications for procurement of specialised equipment, medicines and other logistics required for paediatric services. p) Participates in clinical audits, quality improvement and patient-safety activities. q) Prepare and submits periodic reports. r) Performs any other duties as may be assigned from time to time.

4.	**Post:**	**Senior Consultant (Obstetrics and Gynecology) - 3 Posts (1 Fort Portal RRH 1 Jinja RRH and 1 Kayunga RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Executive Consultant**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University/Institution. ii. Master of Medicine in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution.
	Experience:	At least nine (9) years as a Specialist**,** three (3) of which should be at the level of Consultant (Obstetrics and Gynaecology) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnose, treat and manage medical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Hospital and its catchment area. c) Supervise and mentor Consultants, Associate Consultants, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate continuing Professional Development (CPD) in his/her area of specialty for Health Professionals at the Hospital and its catchment area. f) Promote observance of the professional Codes of Conduct and Ethics by staff under him/her. g) Provide technical and professional advice in his/her area of specialty to Government and the Hospital. h) Carry out research in his/her area of specialty. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. k) Perform any other duties as may be assigned from time to time.
5.	**Post:**	**Senior Consultant (Public Health) - 1 Post**
	Reference:	**HRM 72/173/28 – Jinja RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Executive Consultant**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Masters of Medicine Degree in Public Health or equivalent from a recognized University/Institution.
	Experience:	At least nine (9) years' working experience as a Specialist**,** three (3) of which should be at the level of Consultant (Public Health) in Government or reputable organization.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Provides senior technical and professional leadership in public health services. b) Plans, coordinates and supervises implementation of public health programmes and interventions. c) Provides technical guidance on disease prevention, health promotion and control of communicable and non-communicable diseases. d) Coordinates disease surveillance, outbreak preparedness, investigation and response activities.

		e) Provides technical guidance on environmental health, sanitation, hygiene and occupational health matters. f) Coordinates implementation of community health and health promotion interventions. g) Provides technical and professional advice to Government and the institution on public health matters. h) Supervises, coaches, mentors, appraises and trains public health professionals and other health workers under his/her supervision. i) Plans and coordinates training and continuing professional development programmes in public health. j) Plans, coordinates and conducts public health research and operational research. k) Provides technical guidance in health planning, programme monitoring and evaluation. l) Coordinates collection, analysis and interpretation of public health data for evidence-based decision-making. m) Participates in development, review and implementation of public health policies, guidelines, standards and protocols. n) Provides technical guidance on public health requirements for procurement of equipment, supplies and other logistics. o) Participates in quality improvement, programme reviews and performance assessments. p) Compiles and submits periodic public health reports. q) Performs any other duties as may be assigned from time to time.
6.	**Post:**	**Consultant (Obstetrics and Gynaecology) - 7 Posts (1 Arua RRH, 1 Lira RRH, 1 Gulu RRH, 1 Kabale RRH, 1 Masaka RRH, 1 Soroti RRH, and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Obstetrics and Gynaecology)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Masters of Medicine in Obstetrics and Gynecology or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Obstetrics and Gynecology) in Government or Reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Run specialized Obstetrics and gynecology Clinics. b) Manage and supervise ward rounds. c) Supervise and train Medical Officers Associate Consultant and other Health Professionals under him/her. d) Provide technical and professional advice to Government or the Institution in Obstetrics and gynecology. e) Teach Postgraduate and Undergraduate Medical Students as well as other Health Students. f) Develop departmental work plans, budgets and reports. g) Supervise and train Intern Doctors. h) Coordinate and manage a referral system for patients at the National level. i) Ensure that discipline and the ethical code of conduct are observed by staff under him/her. j) Plan, coordinate and conduct research in Obstetrics and gynecology. k) Provide technical guidance on specifications for procurement of equipment, drugs

		and other logistics required for Obstetrics and gynecology services.
7.	**Post:**	**Consultant (Neonatology) - 1 Post**
	Reference:	**HRM 72/173/16 – Fort Portal RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant – Paediatrics and Child Health**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine in Paediatrics and Child Health or its equivalent from a recognized University or Institution. iii. Specialist training or additional postgraduate qualification in Neonatology
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Associate Consultant (Neonatology) in Government or Reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Run specialized Neonatology Clinics. b) Manage and supervise ward rounds. c) Supervise and train Medical Officers Special Grade, Medical Officers and other Health Professionals under him/her. d) Provide technical and professional advice to Government or the Institution in Neonatology. e) Teach Postgraduate and Undergraduate Medical Students as well as other Health Students. f) Develop departmental work plans, budgets and reports. g) Supervise and train Intern Doctors. h) Coordinate and manage a referral system for patients at the National level. i) Ensure that discipline and the ethical code of conduct are observed by staff under him/her. j) Plan, coordinate and conduct research in Neonatology. k) Plan and coordinate Continuing Medical Education (CME) in Neonatology for Health Professionals at the Hospital and the Hospital's catchment area. l) Provide technical guidance on specifications for procurement of equipment, drugs and other logistics required for Neonatology services.
8.	**Post:**	**Consultant (Ophthalmology) - 3 Posts (1 Moroto RRH, 1 Masaka RRH and 1 Fort Portal RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Ophthalmology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine in Ophthalmology or equivalent from a recognized University or Institution.
	Experience	At least six (6) years as a Specialist, three (3) of which should be at the level of Associate Consultant (Ophthalmology) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area.

		b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
9.	**Post:**	**Consultant (Internal Medicine) - 3 Posts (1 Soroti RRH, 1 Hoima RRH and 1 Mbarara RRH)**
	Reference:	**HRM 72/173/01 MoH /RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Internal Medicine)**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University/Institution. ii. Master of Medicine Degree in Internal Medicine or equivalent from a recognized University/Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Internal Medicine) in Government or reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
10.	**Post:**	**Consultant (Oral Maxillofacial Surgery) - 1 Post**

	Reference:	**HRM 72/173/14 – Hoima RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Oral Maxillofacial Surgery)**
	Qualifications:	i. Bachelor of Dental Surgery Degree or equivalent from a recognized University/Institution. ii. Master of Medicine in Oral Maxillofacial Surgery or equivalent from a recognized University/Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (**Oral Maxillofacial Surgery**) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provide technical and professional advice in Oral Maxillofacial Surgery. b) Supervise and mentor Associate Consultants, Medical Officers, Interns and other Health Professionals under his/her supervision. c) Plan and coordinate training programmes for Health Professionals. d) Plan and coordinate Continuing Professional Development (CPD) in Maxillofacial Surgery. e) Conduct and participate in research in the area of Maxillofacial Surgery. f) Provide technical guidance on procurement specifications for equipment, drugs and other logistics required for Maxillofacial Surgery services. g) Ensure observance of professional ethics and discipline among staff under his/her supervision. h) Prepare and submit periodic reports. i) Perform any other duties as may be assigned from time to time.
11.	**Post:**	**Consultant (Orthopedic Surgery) - 1 Post**
	Reference:	**HRM 72/173/23 – Mbarara RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Orthopedic Surgery)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognised University/Institution. ii. Master of Medicine in Orthopaedic Surgery or equivalent qualification from a recognised University/Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Orthopaedic Surgery) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnoses, treats and manages orthopaedic conditions and performs specialised orthopaedic procedures. b) Provides comprehensive specialist care to patients with musculoskeletal conditions, injuries and trauma. c) Performs orthopaedic surgical procedures in accordance with approved clinical standards. d) Provides emergency orthopaedic and trauma services. e) Ensures efficient management and delivery of quality orthopaedic services. f) Supervises, coaches, mentors, appraises and trains Medical Officers, Intern Doctors and other health professionals under his/her supervision.

		g) Plans and coordinates training programmes for health professionals under his/her supervision. h) Teaches Medical Students and other health students. i) and the institution on orthopaedic matters. j) Coordinates and manages the referral and counter-referral of patients requiring specialised orthopaedic care. k) Ensures that discipline and the professional Code of Conduct and Ethics are observed by staff under his/her supervision. l) Plans, coordinates and conducts research in Orthopaedics. m) Plans and coordinates Continuing Professional Development (CPD) activities for health professionals in the specialty. n) Provides technical guidance on specifications for procurement of orthopaedic equipment, implants, medicines and other logistics. o) Participates in clinical audits, quality improvement and patient-safety activities. p) Prepare and submits periodic reports. q) Performs any other duties as may be assigned from time to time.
12.	**Post:**	**Consultant (Cardiology) - 1 Post**
	Reference:	**HRM 72/173/14 – Hoima RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Cardiology)**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University/Institution. ii. Master of Medicine in Internal Medicine or equivalent from a recognized University/Institution. iii. Postgraduate qualification training/Fellowship in Cardiology.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Cardiology) in Government or Reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
13.	**Post:**	**Consultant (Radiology) - 1 Post**
	Reference:	**HRM 72/173/14 – Hoima RRH**

	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Radiology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University/Institution. ii. Master of Medicine Degree in Radiology or its equivalent from a recognized University/Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Radiology) in Government or reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of Radiology services at the hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in Radiology. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for Health Professionals under him/her. e) Train and supervise Intern Doctors. f) Plan and coordinate Continuous Professional Development (CPD) in Radiology for Health Workers at the hospital and its catchment area. g) Plan, coordinate and conduct operational research in Radiology. h) Provide technical and professional advice in Radiology to Government and the Institution. i) Conduct outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of Radiology services. k) Promote observance of Professional Codes of Conduct and Ethics by staff under him/her. l) Prepare and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
14.	**Post:**	**Consultant (Anesthesiology) - 2 Posts (1 Hoima RRH and 1 Kabale RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Anesthesiology)**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University/Institution. ii. Master of Medicine Degree in Anaesthesia or equivalent from a recognized University/Institution
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Anesthesiology) in Government or reputable Organisation
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her.

		d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
15.	**Post:**	**Consultant (Emergency Medicine) - 2 Posts (1 Hoima RRH and 1 Mbarara RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Emergency Medicine)**
	Qualifications:	i. MBChB Degree or equivalent from a recognized University or Institution ii. Master of Medicine in Emergency Medicine or equivalent.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Emergency Medicine)**.**
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in the effective management of Emergency Medicine services at the hospital and catchment area. b) Manage emergency medical conditions and perform emergency procedures. c) Supervise and mentor Associate Consultant, Medical Officers and other health professionals. d) Plan and coordinate training programmes for staff. e) Train and supervise Intern Doctors. f) Plan and coordinate Continuing Professional Development (CPD) activities. g) Plan, coordinate and conduct operational research in Emergency Medicine. h) Provide technical and professional advice to Government and the hospital. i) Conduct specialist outreach services. j) Advise on procurement specifications for emergency equipment, drugs and medical supplies. k) Promote adherence to professional ethics and the code of conduct. l) Prepare periodic reports on Emergency Medicine services. m) Perform any other duties as may be assigned.
16.	**Post:**	**Consultant (Psychiatry) - 1 Post**
	Reference:	**HRM 72/173/14 – Hoima RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Psychiatry)**
	Qualifications:	i. MBChB Degree or equivalent from a recognised University/Institution. ii. Master of Medicine in Psychiatry or equivalent from a recognised University/Institution.
	Experience	At least six (6) years as a Specialist, three (3) of which should be at the level of Associate Consultant (Psychiatry) in Government or reputable organization.
	Other	i. Proven record of research and publications in peer review journal(s) will be an

	Requirements:	added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
17.	**Post:**	**Consultant (General Surgery) - 4 Posts (1 Lira RRH, 1 Hoima RRH, 1 Kabale RRH and 1 Mbarara RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (General Surgery)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in General Surgery or its equivalent from a recognized University or Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (General Surgery) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of General Surgery services at the Hospital and its catchment area. b) Diagnose, treat and manage surgical conditions and perform specialist surgical procedures within the area of specialization. c) Supervise, mentor and provide professional guidance to Associate Consultant, Medical Officers and other Health Professionals under his/her supervision. d) Plan, coordinate and participate in training programmes for Health Professionals in General Surgery. e) Train, supervise and mentor Intern Doctors in accordance with approved training programmes and professional standards. f) Plan and coordinate Continuous Professional Development (CPD) activities in General Surgery for Health Workers at the Hospital and within its catchment area. g) Plan, coordinate and conduct operational research in General Surgery and disseminate research findings for improvement of service delivery. h) Provide technical and professional advice to Government and the Hospital on matters relating to General Surgery.

		i) Participate in national and other approved specialist surgical outreach services. j) Advise on the identification and procurement of appropriate surgical equipment, medicines, supplies and other logistics required for effective delivery of General Surgery services. k) Promote and ensure adherence to professional standards, codes of conduct and ethics in the provision of surgical services. l) Participate in clinical audits, quality improvement and other activities aimed at improving patient safety and the quality of surgical care. m) Participate in multidisciplinary clinical management, hospital committees and other professional activities as assigned. n) Perform any other duties as may be assigned from time to time.
18.	**Post:**	**Consultant (ENT) - 1 Post**
	Reference:	**HRM 72/173/41 - Lira RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (ENT)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or institution. ii. Master of Medicine in Ear, Nose and Throat (ENT**)** or its equivalent from a recognized University or institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (ENT) in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provide specialized diagnosis, treatment and management of ENT conditions and perform relevant procedures. b) Manage complex and referred ENT cases and participate in specialist clinics and ward rounds. c) Supervise, mentor and provide technical guidance to Medical Officers, Associate Consultants, Intern Doctors and other health workers. d) Participate in teaching, training, mentorship and Continuous Professional Development (CPD) of health workers. e) Conduct and support research, clinical audits and quality improvement activities in ENT. f) Develop and implement ENT clinical guidelines, protocols and Standard Operating Procedures. g) Provide technical advice on ENT services, equipment, medicines, supplies and other logistics. h) Participate in specialist outreach and multidisciplinary clinical services. i) Promote adherence to professional standards, ethics, patient safety and quality of care. j) Prepare and submit reports on ENT service activities and performance. k) Perform any other duties as may be assigned from time to time
19.	**Post:**	**Consultant (Public Health) - 1 Post**
	Reference:	**HRM 72/173/15 - Mbale RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Public Health)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine Degree in Public Health or equivalent from a recognized University/Institution.
	Experience	At least six (6) years' working experience as a Specialist**,** three (3) of which should be at the level of Associate Consultant (Public Health) in Government or Reputable Organisation.

		i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
		a) Provides senior technical and professional leadership in public health services. b) Plans, coordinates and supervises implementation of public health programmes and interventions. c) Provides technical guidance on disease prevention, health promotion and control of communicable and non-communicable diseases. d) Coordinates disease surveillance, outbreak preparedness, investigation and response activities. e) Provides technical guidance on environmental health, sanitation, hygiene and occupational health matters. f) Coordinates implementation of community health and health promotion interventions. g) Provides technical and professional advice to Government and the institution on public health matters. h) Supervises, coaches, mentors, appraises and trains public health professionals and other health workers under his/her supervision. i) Plans and coordinates training and continuing professional development programmes in public health. j) Plans, coordinates and conducts public health research and operational research. k) Provides technical guidance in health planning, programme monitoring and evaluation. l) Coordinates collection, analysis and interpretation of public health data for evidence-based decision-making. m) Participates in development, review and implementation of public health policies, guidelines, standards and protocols. n) Provides technical guidance on public health requirements for procurement of equipment, supplies and other logistics. o) Participates in quality improvement, programme reviews and performance assessments. p) Prepare and submits periodic public health reports. q) Performs any other duties as may be assigned from time to time.
20.	**Post:**	**Associate Consultant (Anesthesiology) – 16 Posts (1 Mbarara RRH, 1 Entebbe RRH, 1 Arua RRH, 1 Kabale RRH, 1 Lira RRH, 1 Kayunga RRH, 1 Gulu RRH, 1 Mbale RRH, 1 Moroto RRH, 1 Masaka RRH, 1 Fort Portal RRH, 1 Soroti RRH, 1 CUFH-U RRH, 1 Hoima RRH, 1 Yumbe RRH, and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Anesthesiology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Anesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Run chronic pain services and lead intensive care units. b) Conduct specialized anaesthesiology Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines paediatric

		critical care. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in anaesthesiology. k) Conduct continuous professional development in anaesthesiology at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for anaesthesiology services. m) Perform any other duties as may be assigned from time to time.
21.	**Post:**	**Associate Consultant (Pathology) – 9 Posts (1 Lira RRH, 1 Kayunga RRH, 1 Gulu RRH, 1 Mbale RRH, 1 Moroto RRH, 1 Masaka RRH, 1 Fort Portal, 1 Mbarara and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Pathology)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Pathology **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and interpret pathological specimens and provide specialized pathology services in the area of assignment. b) Undertake histopathological, cytological and other relevant pathological examinations in accordance with approved standards and procedures. c) Provide technical guidance to Medical Officers, laboratory staff and other health professionals in matters relating to pathology. d) Participate in multidisciplinary clinical meetings, tumour boards, morbidity and mortality meetings and other relevant hospital activities. e) Supervise and mentor junior medical and laboratory staff under his/her area of responsibility. f) Participate in the training of undergraduate and postgraduate medical students, interns and other health professionals. g) Participate in Continuing Professional Development (CPD) activities. h) Participate in quality assurance and quality improvement programmes within the pathology service. i) Participate in research activities in the area of pathology. j) Ensure proper documentation, storage and management of pathology records and reports. k) Advise on the procurement, maintenance and utilisation of pathology equipment, reagents and other laboratory supplies. l) Participate in outreach and referral pathology services as required. m) Promote observance of professional Codes of Conduct and Ethics. n) Perform any other duties as may be assigned from time to time.
22.	**Post:**	**Associate Consultant (Psychiatry) – 9 Posts (1 Lira RRH, 1 Mbale RRH, 1 Moroto RRH, 1 Masaka RRH, 1 Hoima RRH, 1 Kabale RRH, 1 Mbarara RRH, 1 Yumbe RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Psychiatry)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution.

		ii. Master of Medicine Degree in Psychiatry or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated psychiatry conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in psychiatry. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in psychiatry. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time.
23.	**Post:**	**Associate Consultant (Family Medicine) – 4 Posts (1 Yumbe RRH and 1 Arua RRH, 1 Masaka RRH, 1 Gulu RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Family Medicine)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine in Family Medicine or equivalent recognized postgraduate qualification.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Provide specialized clinical care to patients and families. b) Diagnose, manage and follow up patients with acute and chronic conditions. c) Provide comprehensive, continuous and patient-centered family medicine services. d) Refer complicated cases to- the Consultant or other appropriate specialist. e) Supervise and mentor junior medical officers and other health workers. f) Participate in teaching and training of medical students, interns and postgraduate trainees. g) Participate in clinical audits, research and quality-improvement activities. h) Participate in multidisciplinary clinical teams and case management. i) Promote preventive, promotive and rehabilitative health services. j) Maintain accurate clinical records and prepare periodic reports. k) Promote adherence to professional standards, clinical guidelines and the Code of Professional Conduct and Ethics. l) Perform any other duties as may be assigned by the supervisor.
24.	**Post:**	**Associate Consultant (Cardiology) 1 Post**
	Reference:	**HRM 72/173/23 Mbarara/RRH**
	Salary Scale:	U2
	Reports to:	**Consultant (Cardiology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution.

		ii. Master of Medicine in Internal Medicine or its equivalent from a recognized University or Institution. iii. Post Graduate/sub - specialty training or qualification in Cardiology a recognized Institution
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Provides specialized cardiology services and manages patients with cardiovascular conditions. b) Examines, investigates, diagnoses and treats patients with cardiovascular diseases. c) Assists in the management of complex cardiac cases and participates in multidisciplinary care. d) Supervises and mentors Medical Officers, Resident Doctors, Interns and other health professionals as assigned. e) Participates in teaching, Continuing Professional Development, clinical research and audit. f) Participates in specialist outreach and provision of technical support to other health facilities. g) Maintains accurate clinical records and prepares reports on cardiology services. h) Performs any other duties as may be assigned by the Responsible Officer.
25.	**Post:**	**Associate Consultant (ENT) - 9 Posts (1 Mbarara RRH, 1 Arua RRH, 1 Mbale RRH, 1 Moroto RRH, 1 CUFH-N, 1 Hoima RRH and 1 Kabale RRH, 1 Mubende RRH and 1 Kayunga RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (ENT)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in ENT or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated ENT conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in ENT. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in ENT. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
26.	**Post:**	**Associate Consultant (Emergency Medicine) 11 Posts (1 Entebbe RRH, 1 Lira RRH, 1 Gulu RRH, 1 Mbale RRH, 1 Masaka RRH, 1 Fort Portal RRH, 1 CUFH-N, 2 Hoima RRH, 1 Mbarara RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**

	Reports to:	**Consultant (Emergency Medicine)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Emergency Medicine from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated emergency conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in emergency Medicine. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in emergency medicine. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for emergency services. m) Perform any other duties as may be assigned from time to time
27.	**Post:**	**Associate Consultant (Obstetrics and Gynaecology) - 7 Posts (1 Masaka RRH, 1 Gulu RRH, 1 Soroti RRH, 1 Arua RRH, 1 Lira RRH, 1 Yumbe RRH and 1 Kabale RRH**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Obstetrics and Gynaecology)**
	Qualifications	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Obstetrics and Gynaecology conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Obstetrics and Gynaecology. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Obstetrics and Gynaecology. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time

28.	**Post:**	**Associate Consultant (Dermatology) - 2 Posts (1 Masaka RRH and 1 Gulu RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U1SE**
	Reports to:	**Consultant (Dermatology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognised University/Institution. ii. Master of Medicine Degree in Dermatology or equivalent from a recognized University/Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated dermatology conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in dermatology. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in dermatology. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
29.	**Post:**	**Associate Consultant (Oral Maxillofacial Surgery) – 3 Posts (1 Lira RRH, 1 Masaka RRH and 1 Hoima RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Oral Maxillofacial Surgery)**
	Qualifications:	i. Bachelor of Dental Surgery or its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Maxillofacial Surgery or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Conduct Oral and Maxillofacial Surgery. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Oral and Maxillofacial Surgery. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Oral and Maxillofacial Surgery. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment,

		drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
30.	**Post:**	**Associate Consultant (Neurosurgery) - 6 Posts (1 Entebbe RRH, 1 Gulu RRH, 1 Masaka RRH, 1 Hoima RRH, 1 Mbarara RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Neurosurgery)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University/Institution. ii. Master of Medicine Degree in General Surgery and a Fellowship in Neurosurgery from a recognized University or Institution **OR** iii. Master's Degree in Neurosurgery from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Conduct Neuro Surgery. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Neuro Surgery. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Neuro Surgery. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
31.	**Post:**	**Associate Consultant (Ophthalmology) - 5 Posts (1 Lira RRH, 1 Kayunga RRH, 1 Mbale RRH, 1 Hoima RRH and 1 Kabale RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Ophthalmology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Ophthalmology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Ophthalmology conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Ophthalmology. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics.

		j) Conduct research in Ophthalmology. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
32.	**Post:**	**Associate Consultant (Radiology) - 10 Posts (1 Mbarara RRH, 1 Arua RRH, 1 Kayunga RRH, 1 Gulu RRH, 1 Soroti RRH, 1 China – Uganda Friendship Hospital-Naguru, 1 Hoima RRH, 1 Kabale RRH, 1 Mbale RRH, 1 Entebbe RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Radiology)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Radiology **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Radiology conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in radiology. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in radiology. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services m) Perform any other duties as may be assigned from time to time
33.	**Post:**	**Associate Consultant (Intensive Care) - 5 Posts (1 Arua RRH, 1 Gulu RRH, 1 Fort Portal RRH, 1 Kabale RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Intensive Care)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Anesthesiology, Emergency Medicine, Internal Medicine or equivalent from a recognized University/institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) To diagnose, treat and admit patients into the ICU. b) To manage intra and inter facility referral patients at the National level. c) To conduct and ICU Rounds. d) To supervise, coach, mentor, appraise and train Medical Officers and other e) Health professionals under him/her. f) To draft standard operating procedures, clinical protocols and guidelines in their area of specialty.

		g) To enforce adherence to the professional code of conduct and ethics. h) To Conduct research in Intensive and High Dependency Care. i) To conduct continuous professional development in their area of specialization at the Hospital and the Catchment area of the Hospital. j) To provide technical guidance on the specifications for procurement of k) equipment, drugs and other logistics required for his/her specialty l) Perform any other duties as may be assigned from time to time
34.	**Post:**	**Associate Consultant (Internal Medicine) - 8 Posts (1 Arua RRH, 2 Lira RRH, 1 Kayunga RRH, 1 Mbale RRH, 1 Moroto RRH, 1 Fort Portal RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Internal Medicine)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Internal Medicine **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Internal Medicine conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Internal Medicine. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Internal Medicine. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
35.	**Post:**	**Associate Consultant (Paediatrics and Child Health) - 6 Posts (1 Arua RRH, 1 Moroto RRH, 1 Fort Portal RRH, 1 Kabale RRH 1 Mbarara RRH and 1 Masaka RRH,)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Paediatrics and Child Health)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Paediatrics and Child Health or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Pediatrics and Child Health conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her.

		f) Draft standard operating procedures, clinical protocols and guidelines in Pediatrics and Child Health. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Pediatrics and Child Health. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
36.	**Post:**	**Associate Consultant (Orthopaedic Surgery) – 3 Posts (1 Mbarara RRH, 1 Yumbe RRH and 1 Kabale RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	Consultant (Orthopaedic Surgery)
	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) degree, or its equivalent, from a recognised university or institution. ii. Master of Medicine degree in Orthopaedic Surgery, or its equivalent, from a recognised university or institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Assist in ensuring efficient management of orthopaedic surgery services at the hospital and within its catchment area. b) Supervise and mentor Medical Officers, intern doctors and other health professionals under their supervision. c) Plan and coordinate training programmes for health professionals. d) Plan and coordinate continuous professional development in orthopaedic surgery for health professionals at the hospital. e) Provide technical and professional advice to Government and the institution on matters relating to orthopaedic surgery. f) Conduct research in orthopaedic surgery. g) Prepare and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
37.	**Post:**	**Associate Consultant (Public Health) – 5 Posts (1 Arua RRH, 1 Yumbe RRH, 1 Hoima RRH, 1 Mubende RRH and 1 Kayunga RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Public Health)**
	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) degree, or its equivalent, from a recognised university or institution. ii. Master of Medicine (MMed) degree in Public Health
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Conduct disease surveillance and coordinate responses to public health emergencies. b) Supervise and train health professionals and other staff in preventive, promotive and rehabilitative health services. c) Develop and implement public health awareness programmes at the hospital and within its catchment area. d) Provide technical and professional guidance to Government and health institutions on public health matters.

		e) Implement public health guidelines, standards and standard operating procedures. f) Teach undergraduate and postgraduate medical students and other health students. g) Ensure that staff under their supervision observe discipline, professional standards and ethical codes of conduct. h) Conduct research in preventive, promotive and rehabilitative health interventions to improve the quality of health services. i) Establish and maintain collaborative linkages with stakeholders to strengthen community referral systems, rehabilitation and reintegration services. j) Coordinate continuing medical education in public health for health professionals at the hospital and within its catchment area. k) Perform any other duties as may be assigned from time to time.
38.	**Post:**	**Nursing Officer (Ophthalmology) - 3 Posts (1Moroto RRH and 2 Mbale RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (Ophthalmology)**
	Qualifications:	i. Bachelor of Science Degree in Nursing or equivalent from a recognised University/Institution ii. Additional training/experience in ophthalmic nursing from a recognized institution.
	Other Requirements:	i. Good communication, counseling and interpersonal skills. ii. Patient-focused approach and pleasant personality.
	Duties and Responsibilities:	a) Provide specialised nursing care to patients with ophthalmic conditions. b) Receive, assess and prepare patients for ophthalmic investigations and procedures. c) Provide pre-operative and post-operative nursing care to ophthalmic patients. d) Participate in ophthalmic ward rounds and clinical procedures. e) Administer prescribed medicines and treatments and monitor patients' responses. f) Educate patients and relatives on eye care, treatment and follow-up. g) Maintain accurate nursing records and ensure their safe custody. h) Participate in eye-health outreach and community sensitisation activities. i) Participate in infection prevention and control activities. j) Maintain and account for allocated equipment and supplies. k) Participate in continuing professional development and research activities. l) Adhere to the professional Code of Conduct and Ethics. m) Prepare and submit periodic reports. n) Perform any other duties as may be assigned.
39.	**Post:**	**Nursing Officer (ENT) - 4 Posts (1 Moroto RRH, 1 Yumbe RRH and 1Mbale RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (ENT)**
	Qualifications:	i. Bachelor of Science Degree in Nursing or equivalent from a recognised University/Institution. ii. Additional training/experience in ENT from a recognized Institution.
	Other Requirements:	i. Good communication, counseling and interpersonal skills. ii. Patient-focused approach and pleasant personality.
	Duties and Responsibilities:	a) Liaise with wards/units and departments to provide quality nursing care to ENT patients. b) Provide specialised nursing care to patients with ENT conditions. c) Prepare patients for ENT investigations and surgical procedures. d) Provide pre-operative and post-operative nursing care. e) Administer prescribed medicines and treatments and monitor patients' responses.

		f) Maintain accurate nursing records and reports. g) Educate patients and relatives on ENT care, treatment and follow-up. h) Ensure proper utilisation and maintenance of equipment and supplies. i) Participate in training of nursing students and other health workers. j) Participate in research and Continuing Professional Development (CPD). k) Perform any other duties as may be assigned.
40.	**Post:**	**Pharmacist – 8 Posts (1 Lira RRH, 1 Entebbe RRH, 1 Moroto RRH, 1 Masaka RRH, 1 Fort Portal RRH, 1 Soroti RRH, 1 Kabale RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/41 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Pharmacist**
	Qualifications:	Bachelor of Pharmacy Degree **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Participate in quality preparation of compounded medicine and intravenous fluids and ensure proper storage. b) Requisition and ensure that supplies are available. c) Advise and update clinicians on prescriptions. d) Liaise with Ward management in ensuring that drugs are properly recorded and stored. e) Participate in drugs and clinically related research. f) Ensure equipment is functional and well maintained. g) Liaise with the National Drug Authority in ensuring that all medicines conform to prescribed standards. h) Advise patients and communities on the proper use and storage of drugs.
41.	**Post:**	**Biomedical Engineer - 7 Posts (1 Arua RRH, 1 Gulu RRH, 1 Mbale RRH, 1 Fort Portal RRH, 1 China – Uganda Friendship Hospital-Naguru 1 Hoima RRH, and 1 Mbarara RRH)**
	Reference:	**HRM 72/173/11 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Biomedical Engineer**
	Qualifications:	Bachelor's Degree in Biomedical Engineering or its equivalent from a recognized University or Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Plan, install, commission and maintain medical equipment. b) Diagnose and repair faults in medical equipment. c) Supervise preventive and corrective maintenance of medical equipment. d) Prepare technical specifications for procurement of medical equipment. e) Inspect and assess medical equipment and advise management accordingly. f) Maintain an inventory and records of medical equipment. g) Ensure compliance with safety and quality standards. h) Supervise biomedical engineering technical staff. i) Participate in planning, budgeting and training on medical equipment. j) Perform any other duties assigned by the supervisor.
42.	**Post:**	**Electrical Engineer - 4 Posts (1 Arua RRH, 1 Soroti RRH, 1 Masaka RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	U4

	Reports to:	**Senior Electrical Engineer**
	Qualifications:	i. Bachelor's Degree in Electrical Engineering from a recognized institution. ii. Must be registered with the Engineers Registration Board (ERB) Uganda.
	Other Requirements:	Good communication and teamwork skills.
	Duties and Responsibilities:	a) Design and supervise electrical installations and maintenance works. b) Inspect and maintain electrical systems and installations. c) Diagnose and rectify electrical faults. d) Supervise electrical works and contractors. e) Prepare technical specifications and estimates for electrical works. f) Ensure compliance with electrical safety standards. g) Maintain records of electrical works and equipment. h) Advise management on electrical engineering matters. i) Perform any other duties assigned by the supervisor.
43.	**Post:**	**Nursing Officer (Psychiatry) – 6 Posts (1 Gulu RRH, 1 Mbale RRH and 3 Jinja RRH, 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (Psychiatry)**
	Qualifications:	i. BSc. Degree in Nursing ii. Diploma in Psychiatric Nursing from a recognized Institution. **OR** iii. BSc. Degree in Psychiatric Nursing or equivalent from a recognized University or Institution.
	Other Requirements:	Good communication, counseling and interpersonal skills.
	Duties and Responsibilities:	a) Organise, manage and supervise day-to-day nursing activities in the Hospital. b) Take records and administer prescribed treatment to clients. c) Provide nursing care activities to patients. d) Prepare and update nursing duty roster. e) Participate in planning and budgeting for the Hospital nursing requirements. f) Participate in inducting, training and mentoring Nurses, Midwives in nursing care roles. g) Participate in Primary Health Care activities. h) Perform any other related duties as may be assigned from time to time.
44.	**Post:**	**Nursing Officer (Paediatrics) - 6 Posts (1 Mbale RRH, 4 Mbarara RRH, 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (Paediatrics)**
	Qualifications:	i. Bachelor's Degree in Nursing from a recognized University or institution. ii. Certificate in Paediatric Nursing from a recognized institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Provides specialized nursing care to paediatric patients. b) Assesses patients and develops, implements and evaluates nursing care plans. c) Administers prescribed medicines, treatments and procedures and monitors patients' responses. d) Monitors vital signs, growth, development and other clinical parameters and reports abnormalities.

		e) Provides pre-operative and post-operative nursing care to paediatric patients. f) Participates in emergency care and resuscitation of critically ill children. g) Provides health education and counselling to parents, guardians and caregivers. h) Participates in multidisciplinary clinical rounds and patient management. i) Maintains accurate and up-to-date nursing records and reports. j) Ensures infection prevention and control measures are observed in the Paediatric Unit. k) Supervises, mentors and guides junior nursing staff and students. l) Participates in clinical audits, quality improvement and continuous professional development. m) Maintains and accounts for paediatric nursing equipment, supplies and medicines. n) Performs any other duties as may be assigned by the supervisor.
45.	**Post:**	**Nursing Officer (Emergency) - 4 Posts (2 Mbale RRH, 1 Mubende RRH and 1 Gulu RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (Emergency)**
	Qualifications:	i. Bachelor of Science degree in Nursing from a recognised university or institution ii. Certificate in Emergency Nursing from a recognized institution
	Duties and Responsibilities:	a) Conduct rapid assessment and triage of patients presenting with emergency conditions. b) Provide immediate nursing interventions and assist in resuscitation and stabilization of critically ill or injured patients. c) Administer prescribed medicines and treatments in accordance with professional standards and established protocols. d) Monitor patients' vital signs, clinical status and response to treatment, and promptly escalate deterioration. e) Assist medical officers and other clinicians in emergency procedures within the scope of nursing practice. f) Coordinate the timely referral and transfer of patients requiring specialised care. g) Maintain accurate records of assessments, treatments, observations and patient outcomes. h) Ensure availability, functionality and appropriate use of emergency equipment, medicines and supplies. i) Apply infection prevention, patient safety and emergency preparedness procedures. j) Participate in training, mentoring and continuous professional development in emergency nursing. k) Provide health education and appropriate support to patients and their relatives. l) Perform any other duties as may be assigned from time to time.
46.	**Post:**	**Nursing Officer (Public Health) - 3 Posts (1 Mbale RRH, 1 Kabale RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer (Public Health)**
	Qualifications:	i. Bachelor's Degree in Nursing from a recognized University or institution. ii. Additional specialized training in Public Health from a recognized institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Plans and implements public health nursing activities. b) Provides health promotion, disease prevention and health education services. c) Conducts community health assessments and identifies priority health needs.

		d) Participates in disease surveillance, outbreak investigation and control. e) Participates in implementation of immunisation and other public health programmes. f) Conducts community mobilisation and sensitisation on priority health issues. g) Collects, analyses and reports public health data. h) Supervises and guides nursing and community health staff. i) Participates in monitoring, evaluation, research and quality improvement activities. j) Prepares and submits public health nursing reports. k) Performs any other duties as may be assigned by the supervisor.
47.	**Post:**	**Nursing Officer (Critical Care) - 20 Posts (1 Gulu RRH, 2 Mbale RRH, 3 Masaka RRH, 4 Kabale RRH, 3 Mbarara RRH, 1 Yumbe RRH, 5 Jinja RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/41 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Nursing Officer**
	Qualifications:	i. Bachelor of Science Degree in Nursing or equivalent from a recognized University or institution. ii. Training in Critical Care Nursing from a recognized institution
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	a) Provide specialized nursing care to critically ill patients. b) Assess, monitor and document patients' conditions and report changes promptly. c) Implement nursing care plans and prescribed treatment. d) Participate in resuscitation and critical care procedures. e) Operate and monitor critical care equipment and ensure its proper use. f) Supervise, coach and mentor junior nursing staff and students. g) Liaise with medical and other health professionals in managing critically ill patients. h) Ensure availability and proper utilization of drugs, supplies and equipment. i) Maintain accurate nursing records and prepare periodic reports. j) Participate in research, health education and quality-improvement activities. k) Promote adherence to professional standards, the Code of Conduct and Ethics. l) Perform any other duties as may be assigned by the supervisor.
48.	**Post:**	**Nursing Officer (Neonatology) - 3 Posts**
	Reference:	**HRM 72/173/23 – Mbarara RRH**
	Salary Scale:	U4
	Reports to:	**Senior Nursing Officer (Neonatology)**
	Qualifications:	i. Bachelor of Science Degree in Nursing from a recognised University/Institution. ii. Additional specialized training in Neonatology from recognized Institution..
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	a) Provide specialised nursing care to neonates, including premature and critically ill newborns. b) Assess, monitor and document the condition and progress of neonates. c) Administer prescribed medicines and treatments and monitor their effects. d) Provide nursing care to newborns requiring specialised and intensive care. e) Assist in the management of neonatal emergencies and resuscitation. f) Maintain accurate nursing records and documentation. g) Educate and counsel parents and caregivers on neonatal care and follow-up. h) Participate in ward rounds and multidisciplinary management of neonates. i) Maintain infection prevention and control standards in the neonatal unit.

		j) Participate in Continuous Professional Development, research and training of students and junior staff. k) Participate in quality improvement activities in neonatal nursing services. l) Manage and account for resources entrusted to the neonatal unit. m) Prepare and submit periodic reports. n) Perform any other duties as may be assigned from time to time.
49.	**Post:**	**Speech and Language Therapist - 3 Posts (1 Moroto RRH, 1 Soroti RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Speech and Language Therapist**
	Qualifications:	Bachelor's Degree in Speech and Language Therapy or equivalent qualification from a recognised institution
	Duties and Responsibilities:	a) Assess, diagnose and manage patients with speech, language, communication and swallowing disorders. b) Develop, implement and evaluate individualized speech and language therapy programmes. c) Provide therapy to children and adults with communication and related disorders. d) Participate in ward rounds, clinics and multidisciplinary team management of patients. e) Provide counselling, education and guidance to patients, parents, caregivers and other health workers. f) Facilitate augmentative and alternative communication **(**AAC**)** interventions where appropriate. g) Identify patients requiring specialised management and make appropriate referrals to ENT, Audiology and other specialists. h) Monitor, document and report patients' progress and treatment outcomes. i) Conduct community outreach and health promotion activities related to speech, communication and swallowing disorders. j) Train and mentor students, therapy assistants and other health workers. k) Participate in research, continuous professional development and improvement of speech and language services. l) Maintain and account for therapy equipment, materials and other resources. m) Prepare periodic reports on speech and language therapy activities. n) Maintain professional standards, confidentiality, ethics and patient safety. o) Perform any other duties assigned by the supervisor.
50.	**Post:**	**Counsellor – 7 Posts (2 Masaka RRH, 1 Soroti RRH 2 Kabale RRH and 2 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	U4
	Reports to:	**Senior Counsellor**
	Qualifications:	Bachelor's Degree in Counselling and Guidance, or equivalent from a recognised University/Institution.
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	a) Provide individual and group counselling services to clients. b) Assess clients' counselling needs and develop appropriate intervention plans. c) Maintain confidential counselling records in accordance with applicable professional and institutional requirements. d) Provide psychosocial support, guidance and referral services where necessary. e) Identify clients requiring specialised mental health or other professional services

		and facilitate appropriate referrals. f) Conduct health education, awareness and community outreach activities relevant to counselling services. g) Collaborate with other professionals and service providers in managing clients' needs. h) Observe professional ethics, confidentiality and safeguarding requirements. i) Prepare and submit periodic reports on counselling activities. j) Perform any other duties assigned by the supervisor.
51.	**Post:**	**Clinical Psychologist - 9 Posts (1 Arua RRH, 1 Kayunga RRH, 1 Lira RRH, 1 Gulu RRH, 1 Masaka RRH, 1 Soroti RRH, 1 CUFH-N and 1 Mbarara RRH, and 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Clinical Psychologist**
	Qualifications:	Bachelor's Degree in Community Psychology or Industrial Psychology or equivalent from a recognized University or Institution
	Other Requirements:	Analytical approach to mental health, counseling and listening skills.
	Duties and Responsibilities:	a) Carry out psychological assessment of clients including children. b) Offer relevant treatments (therapies) such as psychotherapy and counseling. c) Participate in community outreach programmes. d) Initiate and participate in research activities. e) Train and supervise staff under him/her. f) Manage and account for resources allocated. g) Plan and coordinate Continuous Professional Development (CPD) in his/her area. h) Provide technical supervision in Regional Referral and General Hospitals and Health Sub-Districts. i) Perform any other duties as may be assigned from time to time.
52.	**Post:**	**Anaaesthetic officer – 28 Posts (2 Arua RRH, 3 Kawempe RH, 3 Gulu RRH, 2 Mbale RRH, 3 Moroto RRH, 3 Masaka RRH, 2 Fort Portal RRH, 1 Soroti RRH, 2 Kabale RRH, 1 Mbarara RRH, 3 Mubende RRH, 3 Lira RHH,**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Anaesthetic Officer**
	Qualifications:	Bachelor of Science Degree in Anaesthesia, or a Bachelor of Science Degree in Anaesthesia and Critical Care, or equivalent qualification from a recognised University or Institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess patients before surgical procedures to identify anaesthetic risks and prepare them for anaesthesia. b) Prepare, check and maintain anaesthetic equipment, drugs, gases and other supplies. c) Administer anaesthesia within the officer's scope of practice and level of professional authorization. d) Monitor patients' vital signs and clinical condition during anaesthesia and surgical procedures. e) Provide immediate assistance in the management of anaesthetic emergencies, including airway obstruction, respiratory compromise and cardiac arrest. f) Provide post-anaesthetic monitoring and care, identifying and reporting complications promptly. g) Participate in emergency surgical services, resuscitation and other relevant clinical

		interventions. h) Maintain accurate anaesthetic records, patient charts and reports. i) Observe infection prevention and control measures, patient safety standards and safe handling of anaesthetic equipment and medicines. j) Participate in clinical meetings, continuing professional development, mentorship and quality improvement activities. k) Ensure proper use, storage and accountability of anaesthetic drugs, equipment and supplies. l) Perform any other duties assigned by the supervisor that are related to the role.
53.	**Post:**	**Hospital Administrator - 1 Post**
	Reference:	**HRM 72/173/14 – Hoima RH**
	Salary Scale:	**U4**
	Reports to:	**Senior Hospital Administrator**
	Qualifications:	Bachelor's Degree in Social Sciences or Arts or SWASA or Public Administration or Business Administration (Management option) or Management Science from a recognised University or Institution.
	Duties and Responsibilities:	a) Participate in planning and budgeting for Hospital logistics. b) Maintain adequate supplies to the Hospital. c) Supervise, mentor and appraise staff. d) Supervise the utilisation of hospital infrastructure, facilities and equipment. e) Facilitate the provision of security to Hospital staff and assets. f) Manage the security of Hospital staff, equipment and infrastructure. g) Compile and submit reports. h) Perform any other duties as may be assigned from time to time.
54.	**Post:**	**Sonographer - 6 Posts (1 Arua RRH, 1 Moroto RRH, 1 Masaka RRH, 1 Fort Portal RRH, 1 Soroti RRH and 1 China – Uganda Friendship Hospital, Naguru**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Sonographer**
	Qualifications:	Bachelor's degree in Medical Ultrasound or Diagnostic Ultrasound or its equivalent from a recognized University/Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Conduct ultrasound scan investigations b) Provide ultrasound scan reports to the referring clinicians c) Carry out quality control procedures for ultrasound scan investigations. d) Assist Physicians and Radiologists during performance of interventional procedures. e) Participate in education and training programmes. f) Monitor, supervise and appraise sub-ordinate staff. g) Perform any other duties as may be assigned from time to time.
55.	**Post:**	**Medical Imaging Technologist - 16 Posts (2 Lira RRH, 3 Kayunga RRH, 1 Gulu RRH, 3 Moroto RRH, 2 Fort Portal RRH, 2 Hoima RRH, 1 Yumbe RRH and 1 Jinja RRH and 1 Mubende RRH)**
	Reference:	**HRM 72/173/41 - MoH/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Medical Imaging Technologist**
	Qualifications:	Bachelor's Degree in Medical Imaging/Radiography or equivalent from a recognized University or Institution.
	Other	Good communication and interpersonal skills.

	Requirements:	
	Duties and Responsibilities:	a) Perform diagnostic medical imaging procedures as requested by authorized medical practitioners. b) Prepare and position patients and operate imaging equipment appropriately. c) Produce quality diagnostic images using approved imaging techniques. d) Apply radiation protection, patient safety and infection prevention measures. e) Maintain and care for medical imaging equipment and report faults promptly. f) Maintain accurate records of imaging procedures and patient information. g) Conduct routine quality control checks on imaging equipment. h) Participate in quality improvement, professional development and departmental activities. i) Provide appropriate information and guidance to patients regarding imaging procedures. j) Perform any other duties as assigned by the supervisor.
56.	**Post:**	**Audiological Technician - 2 Posts (1 Gulu RRH and 1 Masaka RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Clinical Officer (ENT)**
	Qualifications:	Diploma in Audiology/Audiological Technology **or** equivalent qualification from a recognized institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Conduct hearing assessments and other audiological tests as prescribed. b) Assist in the diagnosis and assessment of hearing disorders. c) Operate, maintain and ensure proper care of audiological equipment. d) Assist in the fitting, adjustment and maintenance of hearing aids and other hearing devices. e) Counsel and educate patients and attendants on hearing loss, hearing conservation and appropriate use of hearing devices. f) Refer patients requiring specialized clinical assessment or management to the appropriate ENT/clinical professional. g) Maintain accurate records of audiological assessments, procedures and patient follow-up. h) Participate in hearing screening programmes and other preventive health activities. i) Participate in health education, research, quality improvement and Continuous Professional Development activities. j) Ensure observance of professional standards, infection prevention and control measures. k) Prepare and submit periodic reports on audiological activities. l) Perform any other duties as may be assigned by the supervisor from time to time.
57.	**Post**	**Assistant Anaesthetic Officer - 14 Posts (2 Entebbe, 1 Arua, 3 Lira, 3 Gulu, 2 Moroto, 1 Soroti, 2 Jinja**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Anaesthetic Officer**
	Qualifications:	Diploma in Anaesthesia or its equivalent from a recognised institution.
	Duties and Responsibilities:	a) Participates in clinical anaesthetic work and ensures proper management of patients. b) Prepares patients for anaesthesia and assists in the administration of anaesthesia. c) Provides pre-operative and post-operative care to patients. d) Participates in the provision of resuscitation services in emergency and disaster situations.

		e) Liaises with ward and theatre staff in the preparation and management of patients. f) Ensures that anaesthetic equipment is functional, safe and properly maintained. g) Requisitions for and accounts for anaesthetic materials and supplies. h) Participates in infection prevention and control activities in the theatre and anaesthetic areas. i) Maintains appropriate anaesthetic and patient records. j) Participates in continuous professional development and other professional activities. k) Adheres to the professional Code of Conduct and Ethics. l) Performs any other duties as may be assigned by the supervisor.
58.	**Post:**	**Assistant Engineering Officer (Electrical) – 3 Posts (1 Jinja RRH, 1 Soroti RRH and 1 Arua RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Electrical Engineer**
	Qualifications:	Diploma in Electrical Engineering or equivalent from a recognised institution
	Duties and Responsibilities:	a) Participate in the installation, repair and maintenance of electrical machinery and equipment in the hospital. b) Participate in the servicing and repair of medical plants. c) Inspect and identify faulty electrical equipment and installations. d) Correct identified faults or recommend appropriate remedial action. e) Participate in inspection and testing of electrical installations and equipment. f) Participate in electrical wiring and maintenance works. g) Maintain records of electrical maintenance and repair activities. h) Participate in preparation of work plans and estimates for electrical works. i) Ensure compliance with electrical safety requirements. j) Compile and submit periodic engineering reports. a) Perform any other duties assigned by the supervisor.
59.	**Post:**	**Security Officer - 4 Posts (1 Masaka RRH, 1 Fort Porta RRH, 1 Soroti RRRH, and 1 Mubende)**
	Reference:	**HRM 72/173/01 – MoH/ RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Security Officer**
	Qualifications:	Bachelor's Degree in Security Management, Security Studies, Criminology, Law Enforcement, Risk Management, Public Administration, or a related field from a recognised University/Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Develop and implement institutional security plans and procedures. b) Conduct security risk and vulnerability assessments. c) Coordinate protection of staff, patients, visitors, buildings, equipment and other institutional assets. d) Monitor access control and movement of persons and vehicles. e) Coordinate security patrols, surveillance and incident response. f) Investigate and document security incidents and recommend appropriate action. g) Liaise with Police, private security providers and other relevant security agencies. h) Monitor the functionality and use of CCTV, alarms, access-control and other security systems. i) Develop and maintain emergency response and evacuation procedures. j) Advise management on emerging security threats and appropriate mitigation measures. k) Supervise, guide and monitor security personnel. l) Maintain security records, occurrence books and incident reports.

		m) Prepare periodic security reports and submit them to management. n) Participate in security awareness and emergency preparedness training. o) Ensure compliance with institutional security policies, procedures and applicable laws. p) Perform any other duties as assigned by the supervisor.
60.	**Post:**	**Psychiatric Clinical Officer - 6 Posts (1 Arua RRH, 1 Kayunga RRH, 2 Fort Portal RRH, 1 Kabale RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Psychiatric Clinical Officer**
	Qualifications:	A Diploma in Mental Health from a recognized Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Participate in clinical work and ensure proper management of patients. b) Refer complicated cases to Senior Psychiatric Clinical Officer. c) Participate in sensitizing communities on mental health. d) Participate in Primary Health Care activities. e) Participate in research activities. f) Manage and account for allocated resources. g) Adhere to the Professional Codes of Conduct and Ethics. h) Perform any other duties as may be assigned from time to time.
61.	**Post:**	**Assistant Nursing Officer (Ophthalmology) - 2 Posts**
	Reference:	**HRM 72/173/15 - Mbale RRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Ophthalmology)**
	Qualifications:	i. Diploma in Nursing from a recognized training institution. ii. Certificate in Ophthalmic Nursing from a recognized institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Provides nursing care to patients with ophthalmic conditions. b) Assesses patients and implements prescribed nursing care plans. c) Administers prescribed medicines and treatments and monitors patients' responses. d) Assists in ophthalmic examinations, procedures and surgical interventions. e) Provides pre-operative and post-operative nursing care to ophthalmic patients. f) Provides health education and counselling to patients and caregivers on eye care and treatment. g) Maintains accurate and up-to-date nursing records and reports. h) Observes infection prevention and control measures in the Ophthalmology Unit. i) Participates in clinical rounds and multidisciplinary patient management. j) Assists in maintaining and accounting for ophthalmic equipment, supplies and medicines. k) Participates in continuous professional development and quality improvement activities. l) Supervises and guides nursing students and support staff as assigned. m) Performs any other duties as may be assigned by the supervisor.
62.	**Post:**	**Assistant Nursing Officer - (Paediatrics) 24 Posts (4 Mbale, 3 Moroto RRH, 3 Masaka RRH, 2 Mbarara RRHand 12 Jinja RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U5**

	Reports to:	**Nursing Officer (Paediatrics)**
	Qualifications:	i. Diploma in Nursing from a recognized training institution. ii. Training in Paediatric Nursing from a recognized institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Provides nursing care to paediatric patients. b) Assesses patients and implements appropriate nursing care plans. c) Administers prescribed medicines and treatments and monitors patients' responses. d) Monitors vital signs, growth and other clinical parameters and reports abnormalities. e) Provides pre-operative and post-operative nursing care to paediatric patients. f) Assists in emergency care and resuscitation of critically ill children. g) Provides health education and counselling to parents, guardians and caregivers. h) Participates in clinical rounds and multidisciplinary patient management. i) Maintains accurate and up-to-date nursing records and reports. j) Observes infection prevention and control measures in the Paediatric Unit. k) Assists in maintaining and accounting for paediatric equipment, supplies and medicines. l) Participates in continuous professional development and quality improvement activities. m) Supervises and guides nursing students and support staff as assigned. n) Performs any other duties as may be assigned by the supervisor.
63.	**Post:**	**Assistant Engineering Officer (Biomedical) - 1 Post**
	Reference:	**HRM 72/173/20 - Kabale RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Biomedical Technician**
	Qualifications:	Diploma in Biomedical Engineering or an equivalent qualification from a recognised training institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Install, maintain, service and repair biomedical equipment. b) Carry out routine preventive and corrective maintenance of medical equipment. c) Inspect biomedical equipment and identify faults and defects. d) Diagnose equipment faults and undertake appropriate repairs. e) Test and calibrate biomedical equipment to ensure proper functioning and safety. f) Advise users on the correct operation, handling and maintenance of biomedical equipment. g) Maintain records of equipment, maintenance activities, repairs and spare parts. h) Participate in procurement, installation and commissioning of biomedical equipment. i) Participate in acceptance testing and quality assurance of biomedical equipment. j) Participate in training and mentorship of users on biomedical equipment. k) Manage and account for tools, equipment, spare parts and other resources entrusted to the unit. l) Prepare and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
64.	**Post:**	**Assistant Nursing Officer (Public Health) - 5 Posts (1 Mbale RRH and 2 Soroti RRH, 1 Mubende RRH and 1 Mbarara RRH)**
	Reference:	**HRM 72/173/01 MOH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Public Health)**
	Qualifications:	i. Diploma in Nursing from a recognized training institution. ii. Certificate in Public Health Nursing from a recognized institution.

	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Provides public health nursing services to individuals, families and communities. b) Conducts health education and health promotion activities. c) Participates in disease prevention, surveillance and control activities. d) Participates in immunization and other public health programmes. e) Conducts community mobilization and sensitization on health issues. f) Participates in community health assessments and identification of health needs. g) Collects and maintains public health information and records. h) Participates in monitoring, evaluation and quality improvement activities. i) Supports implementation of public health campaigns and outreach activities. j) Prepares and submits public health nursing reports. k) Performs any other duties as may be assigned by the supervisor
65.	**Post:**	**Assistant Nursing Officer (Nursing)- 101 Posts (5 Kayunga RRH, 6 Masaka RRH, 14 Fort Portal RRH, 40 China Uganda Friendship Hosital Naguru RRH, 13 Mbarara RRH, 20 Entebbe RRH, 1 Mubende RRH and Yumbe RRH,**
	Reference:	**HRM 72/173/01 MOH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Nursing)**
	Qualifications:	Diploma in Nursing **or** Comprehensive Nursing from a recognized Institution.
	Duties and Responsibilities:	a) Provide Nursing Care services to patients. b) Keep patients comfortable and ensure clean and safe environment. c) Ensure that aseptic techniques are observed. d) Participate in bedside nursing procedures as a member of the caring team. e) Participate in Doctors ward rounds. f) Prepare patient for meals and participate in serving them. g) Prepare daily Ward reports and hand over to in-coming shift. h) Participate in research activities. i) Impart knowledge and skills to students and staff. j) Manage and account for allocated resources. k) Adhere to the relevant Codes of Conduct and Ethics. l) Perform any other duties as may be assigned from time to time.
66.	**Post:**	**Assistant Nursing Officer (Critical Care) – 9 Posts (5 Mbale RRH, 3 Mbarara RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Critical Care)**
	Qualifications:	i. Diploma in Nursing from a recognized training institution. ii. Certificate in Critical Care Nursing from a recognized institution.
	Other Requirements:	i. Good communication and interpersonal skills. ii. Ability to work effectively under pressure and as part of a multidisciplinary team. iii. Demonstrated commitment to professional nursing ethics and patient safety.
	Duties and Responsibilities:	a) Provides nursing care to critically ill patients in the Critical Care Unit. b) Monitors patients' vital signs and other clinical parameters and reports abnormalities promptly. c) Administers prescribed medicines and treatments and observes patients for response and adverse reactions. d) Assists in the management and monitoring of patients on life-support and other critical-care equipment. e) Maintains accurate and up-to-date nursing records and reports.

		f) Participates in emergency and resuscitation procedures. g) Maintains infection prevention and control standards in the Critical Care Unit. h) Provides health education and psychosocial support to patients and their relatives. i) Participates in ward/unit rounds, handovers and multidisciplinary care. j) Assists in maintaining and accounting for nursing equipment, supplies and medicines. k) Participates in continuous professional development, quality improvement and clinical audits. l) Performs any other duties as may be assigned by the supervisor.
67.	**Post:**	**Radiographer - 3 Posts (1 Arua RRH, 1 Jinja RRH, 1 Mubende RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Radiographer**
	Qualifications:	Diploma in Radiography or Medical Radiography, or an equivalent qualification from a recognised institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Receive patients and review their requests for X-ray examinations. b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
68.	**Post:**	**Dispenser – 17 Posts (2 Entebbe RRH, 2 Arua RRH, 2 Moroto RRH, 1 Fort Portal RRH, 3 Soroti RRH and 2 China – Uganda Friendship Hospital- Naguru, and 2 Mubende RRH and 3 Kabale RRH)**
	Reference:	**HRM/72/173/01 MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Dispenser**
	Qualifications:	Diploma in Pharmacy **or** its equivalent from a recognized Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Compile and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.

69.	**Post:**	**Senior Theatre Assistant - 2 Posts (1 Fort Portal RRH and 1 Soroti RRH)**
	Reference:	**HRM/72/173/01 MoH/RRH**
	Salary Scale:	**U6**
	Reports to:	**Senior Nursing Officer**
	Qualifications:	i. Uganda Certificate of Education ii. Certificate in Theatre Techniques or equivalent qualification from a recognised institution.
	Experience:	At least three (3) years relevant experience in theatre/operating-room in Government or Reputable Organization
	Duties and Responsibilities:	a) Prepare the operating theatre for surgical procedures. b) Assist the surgical team before, during and after operations. c) Prepare and arrange theatre equipment, instruments and supplies required for operations. d) Assist in maintaining appropriate aseptic and infection-prevention procedures. e) Ensure that theatre equipment and instruments are properly handled and maintained. f) Dispose of surgical waste safely in accordance with infection-control procedures. g) Assist in maintaining cleanliness and orderliness of the theatre. h) Guide and impart knowledge and skills to Theatre Attendants. i) Participate in maintaining adequate theatre supplies and equipment. j) Promote observance of the relevant professional Codes of Conduct and Ethics. k) Manage and account for allocated resources. l) Prepare and submit periodic reports as required. m) Perform any other duties assigned by the supervisor.
70.	**Post:**	**Dental Technician - 1 Post**
	Reference:	**HRM 72/173/01 Soroti RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Dental Technologist**
	Qualifications:	Diploma in Dental Technology from a recognised institution.
	Duties and Responsibilities:	a) Participate in designing, fabricating and fitting dental prosthetic appliances for patients. b) Refer complicated cases to the Senior Dental Technologist. c) Carry out health education on the maintenance of fabricated prosthetic appliances. d) Impart knowledge and skills to students and staff. e) Promote observance of professional Codes of Conduct and Ethics. f) Participate in research activities. g) Manage and account for allocated resources. h) Compile and submit periodic reports to the Senior Dental Technologist. i) Perform any other duties as may be assigned by the supervisor
71.	**Post:**	**Clinical Officer (ENT) - 1 Post**
	Reference:	**HRM 72/173/37 - Entebbe RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Clinical Officer (ENT)**
	Qualifications:	i. Diploma in Clinical Medicine and Community Health or its equivalent from a recognized Institution. ii. Diploma in ENT from a recognized Institution.
	Duties and Responsibilities:	a) Treat and ensure proper management of patients. b) Refer complicated cases to the Senior Clinical Officer (ENT). c) Liaise with other cadres in the Unit in the delivery of quality health care to patients. d) Participate in the implementation of primary health care activities.

		e) Participate in research activities. f) Participate in the collection of health data. g) Participate in teaching staff, patients and the public. h) Adhere to the professional Codes of Conduct and Ethics i) Perform any other duties as may be assigned from time to time.
72.	**Post:**	**Assistant Nursing Officer (Midwifery) - 107 Posts (15 Arua RRH, 3 Kayunga RRH, 9 Gulu RRH, 3 Moroto RRH, 19 Masaka RRH, 8 Fort Portal, 7 Soroti, 18 Yumbe RRH, 10 Mbarara and 15 Entebbe RRH**
	Reference:	**HRM 72/173/40 MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Midwifery)**
	Qualifications:	Diploma in Midwifery from a recognized Institution
	Duties and Responsibilities:	a) Provide antenatal, intrapartum and postnatal care to mothers. b) Conduct normal deliveries and monitor the progress of labour in accordance with established clinical guidelines. c) Identify, manage within the scope of practice, and promptly refer obstetric and neonatal complications. d) Provide essential newborn care, including early identification of newborn danger signs and referral when necessary. e) Provide family planning, reproductive health education and counselling services. f) Participate in emergency obstetric and newborn care, including initial stabilisation and referral of complicated cases. g) Maintain accurate maternal, delivery, newborn and other relevant clinical records. h) Participate in maternal and perinatal death reviews, audits and quality improvement activities. i) Supervise, guide and mentor junior midwifery staff and students where assigned. j) Participate in planning, budgeting and management of midwifery services. k) Ensure proper utilisation and accountability for midwifery equipment, medicines and supplies. l) Observe professional ethics, infection prevention and control standards, and patient safety procedures. m) Participate in community maternal and child health activities and continuous professional development. n) Perform any other related duties as may be assigned from time to time.
73.	**Post:**	**Assistant Nursing Officer (Psychiatry) – 14 Posts (2 Arua RRH, 2 Mbale RRH, 1 Moroto RRH, 1 Masaka RRH, 2 Fort Portal, 3 Kabale RRH, 1 Mbarara RRH and 2 Jinja RRH)**
	Reference:	**HRM 72/173/41 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Psychiatry)**
	Qualifications:	Diploma in Mental Health Nursing or its equivalent from a recognized Institution.
	Other Requirements:	Good communication, counseling, team building and interpersonal skills.
	Duties and Responsibilities:	a) Receive patients, register admissions, discharge patients and register deaths. b) Participate in bedside psychiatric nursing procedures as a member of the caring team. c) Participate in Doctors'/Clinical Officers' Ward Rounds. d) Carry out observations, keep record and ensure their safe custody. e) Keep patients comfortable, allay their anxieties and ensure a healthy environment. f) Ensure protection of patients' relatives and staff. g) Prepare patients for meals and participate in serving them. h) Provide health education and counseling to patients and relatives.

		i) Participate in psychiatric community outreach. j) Impart knowledge and skills to students and staff. k) Promote the observance of professional Codes of Conduct and Ethics by staff under him/her. l) Participate in research activities. m) Compile daily Ward reports and hand over to in-coming shift. n) Manage and account for allocated resources. o) Perform any other duties as may be assigned from time to time.
74.	**Post:**	**Dietician - 3 Posts (1 Moroto RRH, 1 Kabale RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	U5
	Reports to:	Nutritionist
	Qualifications:	Diploma in Clinical and Community Nutrition, or equivalent, from a recognised University/Institution
	Duties and Responsibilities:	a) Conduct sensitization and mobilization on nutrition matters in the community. b) Liaise with agricultural extension workers and Health Assistants to provide nutrition education. c) Provide nutrition guidance and counselling to different age groups. d) Manage nutrition-related client records and information. e) Provide technical support in training staff and nutrition students on field placement. f) Liaise with other healthcare professionals as part of the health team. g) Prepare and submit periodic nutrition reports
75.	**Post:**	**Assistant Engineering Officer (Mechanical) - 2 Posts (1 Masaka RRH and 1 Moroto RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Biomedical Engineer**
	Qualifications:	Diploma in Mechanical or equivalent from a recognised institution.
	Duties and Responsibilities:	a) Participate in installation, repair and maintenance of machinery, equipment and health infrastructure. b) Participate in servicing and repair of medical plants and engineering installations. c) Inspect and identify faulty equipment, infrastructure and installations. d) Undertake corrective repairs or recommend appropriate remedial action. e) Participate in construction, maintenance and rehabilitation works relevant to the engineering discipline. f) Supervise Engineering Assistants and other technical personnel as assigned. g) Maintain records of engineering works, equipment and maintenance activities. h) Participate in preparation of work plans, budgets and procurement requirements. i) Ensure compliance with engineering, occupational safety and health standards. j) Compile and submit periodic engineering reports. k) Perform any other duties assigned by the supervisor.
76.	**Post:**	**Physiotherapy Technician - 1 Posts (1 Soroti RRH**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Physiotherapist**
	Qualifications:	Diploma in Physiotherapy from a recognized Institution.
	Duties and Responsibilities:	a) Carry out physiotherapy treatment to patients. b) Provide movement aides to disabled patients.

		c) Ensure that equipment is functional and well maintained. d) Ensure safety of patients and staff. e) Educate patients and staff on how to avoid the occurrence of disabilities. f) Participate in teaching and supervision of students. g) Participate in primary health care activities. h) Participate in research activities. i) Prepare and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
77.	**Post:**	**Occupational Therapist – 5 Post (1 Lira RRH, 1 Masaka RRH, 1 Soroti RRH, 1 Kabale RRH and 1 Yumbe RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**Scale U5**
	Reports to:	**Senior Occupational Therapist**
	Qualifications:	Diploma in Occupational Therapy from a recognized Institution.
	Duties and Responsibilities:	a) Facilitate and train persons with disabilities in special occupation activities. b) Counsel persons with disability. c) Participate in outreach services. d) Requisition for equipment and other supplies. e) Ensure that equipment is secure, functional and well maintained. f) Train and supervise Occupational Therapy Helpers in rehabilitative skills. g) Participate in research activities. h) Promote the observance of the professional Codes of Conduct and Ethics. i) Manage and account for allocated resources. j) Prepare and submit periodic reports k) Perform any other duties as may be assigned from time to time.
78.	**Post:**	**Ophthalmic Clinical Officer - 1 Post**
	Reference:	**HRM 72/173/38 –Yumbe/RRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Ophthalmic Clinical Officer**
	Qualifications:	Diploma in Ophthalmology or equivalent from a recognised institution.
	Duties and Responsibilities:	a) Examine, diagnose and manage patients with common eye conditions. b) Take patients' history and conduct appropriate ophthalmic examinations. c) Provide appropriate treatment and follow-up of patients with eye conditions. d) Perform minor ophthalmic procedures within the scope of practice. e) Identify and refer patients requiring specialised ophthalmic care. f) Participate in eye-health screening, outreach and community eye-health activities. g) Provide health education and counselling to patients and their attendants on eye health and prevention of blindness. h) Maintain accurate clinical records and prepare periodic reports. i) Participate in Continuous Professional Development and research activities. j) Participate in training and mentorship of students and junior health workers. k) Manage and account for resources entrusted to the ophthalmic unit. l) Observe the relevant professional Code of Conduct and Ethics. m) Perform any other duties as may be assigned from time to time.
79.	**Post:**	**Cold Chain Technician - 6 Posts (1 Arua, 2 Lira RRH, 1 Fort Portal RRH, 1 Soroti RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Regional Workshop Manager / Biomedical Engineer**

	Qualifications:	Ordinary Diploma in Refrigeration and Air Conditioning from a recognized institution.
	Duties and Responsibilities:	a) Plan and budget for cold chain activities. b) Monitor and evaluate cold chain maintenance. c) Install, maintain and service refrigerators and other cold chain equipment. d) Prepare and maintain an up-to-date cold chain profile. e) Participate in immunization programmes. f) Enforce guidelines for safe storage of vaccines and other medicines. g) Account for allocated resources. h) Prepare and submit reports.
80.	**Post:**	**Theatre Assistant – 25 Posts (3 Arua RRH, 2 Gulu RRH, 1 Lira RRH, 3 Moroto RRH, 3 Masaka RRH, 4 Fort Portal RRH, 3 Soroti RRH, 2 Kabale RRH and 4 Yumbe RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Senior Theatre Assistant**
	Qualifications:	i. Uganda Certificate of Certificate (UCE). ii. Certificate in Theatre Techniques or its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Prepare theatre for operations. b) Assist the surgical team, before, during and after operations. c) Dispose of surgical waste safely. d) Impart knowledge and skills to Theatre Attendants. e) Adhere to the relevant Codes of Conduct and Ethics. f) Perform any other duties as may be assigned from time to time.
81.	**Post:**	**Catering Officer - 2 Posts (1 Moroto RRH and 1 Masaka RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U5**
	Reports to:	**Hospital Administrator**
	Qualifications:	Diploma in Hotel Management, Catering and Hospitality Management OR Food Science and Technology OR Nutrition and Dietetics, or an equivalent qualification from a recognised Institution.
	Duties and Responsibilities:	a) Plan, organise and coordinate catering services in the health facility. b) Plan and supervise preparation and serving of nutritious meals to patients and staff. c) Ensure that meals are prepared in accordance with patients' dietary and medical requirements. d) Develop menus in consultation with Nutritionists and other relevant health professionals. e) Supervise catering staff and allocate duties appropriately. f) Ensure high standards of food hygiene, sanitation and safety in the kitchen and dining areas. g) Plan and manage catering supplies, equipment and other resources. h) Monitor food stocks and ensure proper storage and utilisation of food items. i) Participate in preparation of catering work plans and budgets. j) Ensure proper maintenance and cleanliness of kitchen equipment and facilities. k) Monitor quality, quantity and presentation of meals served. l) Maintain records of food supplies, meals served and other catering activities. m) Train, guide and mentor catering staff on food preparation, hygiene and safety. n) Prepare and submit periodic catering reports. o) Ensure compliance with relevant professional, health, safety and institutional standards. p) Perform any other duties assigned by the supervisor

82.	**Post:**	**House Keeper - 1 Post**
	Reference:	**HRM 72/173/37 - Entebbe RRH**
	Salary Scale:	**U7**
	Reports to:	**Senior House Keeper/Hospital Administrator**
	Qualifications:	i. Uganda Advanced Certificate of Education (UACE) or its equivalent. ii. Certificate in Facilities Management or its equivalent from a recognized institution.
	Duties and Responsibilities:	a) Supervise and coordinate housekeeping activities. b) Ensure cleanliness and hygiene of assigned hospital areas. c) Allocate duties and monitor performance of housekeeping staff. d) Ensure proper use and care of cleaning materials and equipment. e) Monitor availability and proper use of housekeeping supplies. f) Maintain records of housekeeping activities and supplies. g) Report faults, damages and sanitation concerns to the supervisor. h) Perform any other duties as assigned.
83.	**Post:**	**Enrolled Midwife - 57 Posts (6 Mbarara RRH, 8 Lira RRH, 8 Mbale RRH, 7 Soroti RRH and 3 Yumbe RRH, 15 Kabale RRH, 10 Hoima RRH)**
	Reference:	**RM 72/173/01 – MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Assistant Nursing Officer (Midwifery)**
	Qualifications:	Certificate in Enrolled Midwife from a recognized Institution
	Duties and Responsibilities:	a) Receive patients and register admissions, deliveries, discharges and deaths. b) Provide antenatal care, identify high-risk pregnancies and refer cases requiring higher-level care. c) Provide care during labour, monitor the mother and baby, maintain proper records and take appropriate action to prevent complications. d) Conduct midwifery procedures within the scope of training and professional authorisation. e) Provide postnatal care, prevent infection and support successful breastfeeding. f) Recognise obstetric and neonatal emergencies, provide initial care within the scope of practice and arrange prompt referral. g) Participate in bedside nursing procedures and ward rounds conducted by doctors and clinical officers. h) Carry out observations, maintain accurate patient records and ensure their safe custody. i) Educate mothers and their attendants on breastfeeding, nutrition, hygiene, family planning and other maternal and newborn health practices. j) Observe infection prevention, aseptic procedures and professional standards. k) Maintain a clean, safe and comfortable environment for patients. l) Participate in primary healthcare activities and community maternal health programmes. m) Manage and account for assigned equipment, supplies and medicines. n) Prepare and submit daily ward reports and hand over patients appropriately to the incoming shift. o) Perform any other duties assigned by the supervisor
84.	**Post:**	**Enrolled Nurse - 7 Posts**
	Reference:	**RM 72/173/01 – MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Assistant Nursing Officer (Nursing)**
	Qualifications:	Certificate in Enrolled Midwife from a recognized Institution
	Duties and	a) Receive patients and register admissions, discharges and deaths.

	Responsibilities:	b) Provide nursing care to patients c) Conduct nursing procedures within the scope of training and professional authorisation. d) Recognize obstetric and neonatal emergencies, provide initial care within the scope of practice and arrange prompt referral. e) Participate in bedside nursing procedures and ward rounds conducted by doctors and clinical officers. f) Carry out observations, maintain accurate patient records and ensure their safe custody. g) Observe infection prevention, aseptic procedures and professional standards. h) Maintain a clean, safe and comfortable environment for patients. i) Participate in primary healthcare activities and community maternal health programmes. j) Manage and account for assigned equipment, supplies and medicines. k) Prepare and submit daily ward reports and hand over patients appropriately to the incoming shift. l) Perform any other duties assigned by the supervisor
85.	**Post:**	**Carpenter – 7 Posts (2 Entebbe RRH, 2 Lira RRH, 1 Mbale RRH, 1 Moroto RRH and 1 Masaka RRH)**
	Reference:	**HRM 72/173/01 - MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator OR Works Supervisor OR Engineer**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Carpentry and Joinery from a recognized institution.
	Duties and Responsibilities:	a) Construct, repair and maintain wooden furniture and fittings. b) Carry out carpentry and joinery works in hospital buildings. c) Repair doors, windows, cupboards, beds and other wooden structures. d) Measure, cut and shape timber and other materials. e) Maintain and safely use carpentry tools and equipment. f) Identify and report defects requiring major repairs. g) Maintain records of completed works and materials used. h) Perform any other duties as assigned.
86.	**Post:**	**Plumber - 6 Posts (1 Entebbe RRH, 1 Kayunga RRH, 2 Moroto RRH, 1 Masaka RRH and 1 Soroti RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator or Works Supervisor / Engineer**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Plumbing from a recognized institution.
	Duties and Responsibilities:	a) Install, repair and maintain plumbing and drainage systems. b) Repair water pipes, taps, valves, sanitary fittings and related installations. c) Detect and rectify water leaks and blockages. d) Conduct routine inspection of plumbing installations. e) Maintain and safely use plumbing tools and equipment. f) Advise on plumbing materials and requirements. g) Maintain records of plumbing works undertaken. h) Perform any other duties assigned by the supervisor.
87.	**Post:**	**Receptionist - 11 Posts (3 Entebbe RRH, 2 Mbale RRH, 2 Moroto RRH, 1 Fort Portal RRH, 2 Soroti RRH and 1 Jinja RRH)**
	Reference:	**HRM 72/173/01 MoH/RRH**
	Salary Scale:	**U7**

	Reports to:	**Hospital Administrator**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. A Certificate in Front Office Management OR Customer Care OR Secretarial Studies or a related field from a recognized Institution
	Duties and Responsibilities:	a) Receive and direct patients, visitors and other clients. b) Provide information and guidance on hospital services. c) Receive and direct telephone calls and enquiries. d) Maintain records of visitors and enquiries. e) Handle correspondence and messages appropriately. f) Attend to clients courteously and professionally. g) Maintain a clean and orderly reception area. h) Perform any other duties assigned by the supervisor.
88.	**Post:**	**Enrolled Nurse (Psychiatry) - 32 Posts (2 Mbarara RRH, 3 Lira RRH, 2 Kayunga RRH, 5 Moroto RRH, 2 Fort Portal RRH, 2 Soroti RRH, 1 CUFH RRH, 5 Kabale RRH, 5 Jinja RRH, 4 Mubende RRH and 1 Hoima RRH)**
	Reference:	**HRM 72/173/01 – MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Assistant Nursing Officer (Psychiatry)**
	Qualifications:	Certificate in Enrolled Psychiatric Nursing from a recognized Institution.
	Duties and Responsibilities:	a) Deal with social and psychosocial issues of patients. b) Counsel patients. c) Collaborate with Medical Social Workers in handling patients. d) Keep patients comfortable and ensure a healthy environment. e) Maintain personal contact with patients, take note of complaints, provide periodic reports and ensure confidentiality. f) Perform any other duties as may be assigned from time to time.
89.	**Post:**	**Engineering Assistant (Electrical) - 1 Post**
	Reference:	**HRM 72/173/20 Kabale NRMH**
	Salary Scale:	**U7**
	Reports to:	**Electrical Engineer / Senior Electrical Technician**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Electrical Engineering or an equivalent qualification from a recognised institution.
	Duties and Responsibilities:	a) Assist in the installation, operation, maintenance and repair of electrical systems and equipment. b) b) Carry out routine inspection and preventive maintenance of electrical installations and equipment. c) c) Identify electrical faults and undertake repairs under the guidance of the supervising Engineer/Technician. d) d) Assist in testing electrical systems and equipment to ensure safe and efficient operation. e) e) Maintain electrical installations in buildings, wards, theatres, laboratories and other health-facility areas. f) f) Assist in maintenance of generators, electrical distribution systems, lighting systems and other electrical equipment. g) g) Keep records of electrical maintenance, repairs, faults and materials used. h) h) Assist in monitoring contractors undertaking electrical works and report defects to the supervisor. i) i) Observe electrical safety standards, occupational health and safety requirements. j) j) Manage and account for tools, equipment and materials entrusted to him/her. k) k) Prepare routine reports on electrical works and maintenance activities.

		l) l) Perform any other duties as may be assigned from time to time.
90.	**Post:**	**Engineering Assistant (Mechanical) 1 Post**
	Reference:	**HRM 72/173/20 Jinja MoH/RRH**
	Salary Scale:	**U7**
	Reports to:	**Assistant Engineering Officer (Mechanical)**
	Qualifications	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Mechanical Engineering or an equivalent qualification from a recognized institution.
		a) Assist in the installation, operation, maintenance and repair of Mechanical systems and equipment. b) Carry out routine inspection and preventive maintenance of Mechanical equipment. c) Identify Mechanical faults and undertake repairs under the guidance of the supervising Engineer/Technician. d) Assist in testing electrical systems and equipment to ensure safe and efficient operation. e) Maintain Mechanical repairs Movable machines and other health-facility areas. f) Assist in maintenance of generators, Vehicles systems, and other Mechanical g) Keep records of Mechanical maintenance, repairs, faults and materials used. g) Assist in monitoring contractors undertaking Mechanical works and report defects to the supervisor. h) Observe electrical safety standards, occupational health and safety requirements. i) Manage and account for tools, equipment and materials entrusted to him/her. j) Prepare routine reports on Mechanical works and maintenance activities. k) Perform any other duties as may be assigned from time to time.

MULAGO NATIONAL REFERRAL HOSPITAL		
1.	**Post:**	**Deputy Executive Director - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. MBChB or Bachelor of Dental Surgery or equivalent from a recognized University or Institution. ii. Master of Medicine Degree in any Clinical Medicine discipline from a recognized University or Institution. iii. Post-graduate qualification in Administration or Management or Health Services Management from a recognized University or Institution.
	Experience	At least twelve (12) years' professional experience in the Health Sector**,** three (3) of which should have been at Senior Management or Consultant level in Government or reputable Organisation
	Other Requirements:	Strong leadership, management, communication and interpersonal skills.
	Duties and Responsibilities:	a) Interpreting and operationalizing the Hospital Vision, Mission and Strategic Objectives. b) Providing technical leadership and guidance to all Hospital specializations and professionals and initiating and formulating policies designed to promote effective health service delivery in the Hospital. c) Ensuring the provision of viable health services in the Hospital. d) Directing strategies aimed at ensuring high standards of health care. e) Initiating and maintaining collaborative links with national and international Departments and Organizations. f) Coordinating research and planning at the Hospital. g) Performing any other duties as may be assigned from time to time.
2.	**Post:**	**Senior Consultant (General Surgery) - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U1SE**
	Reports to:	Executive Director
	Qualifications:	i. MBChB Degree or its equivalent from a recognised University or Institution. ii. Master of Medicine Degree in General Surgery or its equivalent from a recognised University or Institution.
	Experience:	At least nine (9) years as a Specialist**,** three (3) of which should be at the level of Consultant (Surgery) in Government or reputable organization
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnose, treat and manage surgical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Regional Referral Hospital and its catchment areas. c) Supervise and mentor Consultants, Associate Consultants, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate Continuing Professional Development (CPD) in his/her area of specialty for Health Professionals at the Regional Referral Hospital and the catchment area of the Hospital. f) Promote observance of the professional Codes of Conduct and Ethics by staff under

		him/her. g) Provide technical and professional advice in his/her area of specialty to Government and the Regional Referral Hospital. h) Carry out research in his/her area of specialty. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. k) Perform any other duties as may be assigned from time to time.
3.	**Post:**	**Senior Consultant (Internal Medicine) - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) or its equivalent from a recognised university or institution. ii. Master of Medicine (MMed) in Internal Medicine or its equivalent from a recognised university or institution.
	Experience:	At least nine (9) years' working experience as a Specialist**,** three (3) of which should be at the level of Consultant (Internal Medicine)**.**
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnose, treat and manage complex medical conditions and perform specialised clinical procedures within the area of expertise. b) Ensure efficient delivery of quality internal medicine services at the hospital and within its catchment area. c) Supervise and mentor Consultants, Medical Officers Special Grade, Medical Officers and other health professionals under their supervision. d) Train, supervise and mentor intern doctors and postgraduate medical trainees. e) Plan and coordinate continuing professional development (CPD) programmes for health professionals in internal medicine. f) Provide technical and professional advice to Government and hospital management on matters relating to internal medicine. g) Plan, coordinate and conduct clinical research and support evidence-based medical practice. h) Conduct specialist clinics, major ward rounds and clinical consultations. i) Coordinate referral services and provide specialist outreach services to lower-level health facilities. j) Promote compliance with professional codes of conduct, medical ethics, patient safety and clinical governance standards. k) Advise hospital management on the procurement of specialised medical equipment, medicines and other supplies required for internal medicine services. l) Participate in the development of departmental work plans, budgets, performance reports and service improvement initiatives. m) Monitor the quality of clinical services, undertake clinical audits and recommend corrective measures. n) Perform any other duties as may be assigned by the responsible supervisor
4.	**Post:**	**Associate Consultant (Radiology) - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Radiology)**

	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Radiology **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) To diagnose and treat conditions with nuclear medicine techniques. b) Preparing and submitting imaging reports to other health professionals. c) To manage referral patients at the National level. d) To supervise, coach, mentor, appraise and train Medical Officers and other e) Health professionals under him/her. f) To draft standard operating procedures, clinical protocols and guidelines in their Nuclear and Radiation medication. g) To teach Medical Students as wells as other Health Students. h) To enforce adherence to the professional code of conduct and ethics and radiation safety standards. i) To conduct research in nuclear medicine. j) To conduct continuous professional development in their area Of specialization at the Hospital and the Catchment area of the Hospital. k) To provide technical guidance on the specifications for procurement of l) equipment, drugs and other logistics required for delivery of radiation and nuclear services.
5.	**Post:**	**Associate Consultant (Pathology) - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Pathology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Pathology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and interpret pathological specimens and provide specialized pathology services in the area of assignment. b) Undertake histopathological, cytological and other relevant pathological examinations in accordance with approved standards and procedures. c) Provide technical guidance to Medical Officers, laboratory staff and other health professionals in matters relating to pathology. d) Participate in multidisciplinary clinical meetings, tumour boards, morbidity and mortality meetings and other relevant hospital activities. e) Supervise and mentor junior medical and laboratory staff under his/her area of responsibility. f) Participate in the training of undergraduate and postgraduate medical students, interns and other health professionals. g) Participate in Continuing Professional Development (CPD) activities. h) Participate in quality assurance and quality improvement programmes within the pathology service. i) Participate in research activities in the area of pathology. j) Ensure proper documentation, storage and management of pathology records and reports. k) Advise on the procurement, maintenance and utilisation of pathology equipment, reagents and other laboratory supplies. l) Participate in outreach and referral pathology services as required. m) Promote observance of professional Codes of Conduct and Ethics.

		n) Perform any other duties as may be assigned from time to time.
6.	**Post:**	**Pharmacist 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Pharmacist**
	Qualifications:	A Bachelor's Degree in Pharmacy or its equivalent from a recognised university or institution.
	Duties and Responsibilities:	a) Prepare and dispense medicines in accordance with prescriptions and established professional standards. b) Manage and account for allocated financial, pharmaceutical and other resources. c) Requisition medicines and pharmaceutical supplies and ensure their availability. d) Advise and update clinicians and other health professionals on prescriptions, drug interactions, dosage and the rational use of medicines. e) Liaise with ward management to ensure that medicines are properly recorded, stored and handled. f) Advise patients and communities on the proper use, dosage, side effects and storage of medicines. g) Participate in pharmaceutical research and activities aimed at improving patient care. h) Impart pharmaceutical knowledge and skills to students, interns and other health workers. i) Observe the professional code of conduct, ethics and applicable pharmaceutical regulations. j) Compile and submit periodic pharmaceutical reports. k) Monitor pharmaceutical stock levels, expiry dates and storage conditions and recommend appropriate action. l) Promote rational medicine use and compliance with infection prevention and patient safety standards. m) Perform any other duties assigned by the supervisor.
7.	**Post:**	**Clinical Psychologist - 1 Post**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Clinical Psychologist**
	Qualifications:	Bachelor's Degree in Community Psychology or equivalent from a recognized University or Institution.
	Duties and Responsibilities:	a) Carry out psychological assessment of clients including children. b) Offer relevant treatments (therapies) such as psychotherapy and counseling. c) Participate in community outreach programmes. d) Initiate and participate in research activities. e) Train and supervise staff under him/her. f) Manage and account for resources allocated. g) Plan and coordinate Continuous Professional Development (CPD) in his/her area. h) Provide technical supervision in Regional Referral and General Hospitals and Health Sub-Districts. i) Perform any other duties as may be assigned from time to time.
8.	**Post:**	**Anaaesthetic Officer – 2 Posts**
	Reference:	**HRM 72/173/29 – Mulago/RRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Anaesthetic Officer**
	Qualifications:	Bachelor of Science Degree in Anaesthesia, or a Bachelor of Science Degree in

		Anaesthesia and Critical Care, or equivalent qualification from a recognised university or institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess patients before surgical procedures to identify anaesthetic risks and prepare them for anaesthesia. b) Prepare, check and maintain anaesthetic equipment, drugs, gases and other supplies. c) Administer anaesthesia within the officer's scope of practice and level of professional authorization. d) Monitor patients' vital signs and clinical condition during anaesthesia and surgical procedures. e) Provide immediate assistance in the management of anaesthetic emergencies, including airway obstruction, respiratory compromise and cardiac arrest. f) Provide post-anaesthetic monitoring and care, identifying and reporting complications promptly. g) Participate in emergency surgical services, resuscitation and other relevant clinical interventions. h) Maintain accurate anaesthetic records, patient charts and reports. i) Observe infection prevention and control measures, patient safety standards and safe handling of anaesthetic equipment and medicines. j) Participate in clinical meetings, continuing professional development, mentorship and quality improvement activities. k) Ensure proper use, storage and accountability of anaesthetic drugs, equipment and supplies. l) Perform any other duties assigned by the supervisor that are related to the role.
9.	**Post:**	**Nutritionist – 2 Posts**
	Reference:	**HRM 72/173/29 – Mulago/RRH**
	Salary Scale:	U4
	Reports to:	Senior Nutritionist
	Qualifications:	Must possess a Bachelor's Degree in Nutrition or Applied Human Nutrition Or Food Science and Technology; or Dietetics.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess the nutritional status of patients and clients and identify nutrition-related problems. b) Develop and implement appropriate nutritional care plans for patients with medical and nutrition-related conditions. c) Provide nutrition counselling and education to patients, caregivers and communities. d) Participate in the prevention, identification and management of malnutrition, including undernutrition and micronutrient deficiencies. e) Monitor patients receiving therapeutic and specialised nutritional support and evaluate their progress. f) Participate in maternal, infant, young child and adolescent nutrition interventions. g) Support the implementation of hospital and community nutrition programmes in accordance with approved guidelines. h) Conduct nutrition education sessions for health workers, patients and community groups. i) Collect, analyse and maintain nutrition-related data and prepare periodic reports. j) Participate in nutrition surveys, operational research, monitoring and evaluation of nutrition interventions. k) Collaborate with other health professionals in the management of patients

		requiring specialised nutritional care. l) Ensure proper use and accountability of nutrition supplies and equipment. m) Participate in continuing professional development, clinical meetings and quality improvement activities. n) Perform any other duties assigned from time to time.
10.	**Post:**	**Dispenser/Pharmacy Technician – 3 Posts**
	Reference:	**HRM/72/173/29 - Mulago NRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Pharmacy Technician/Senior Dispenser**
	Qualifications:	Diploma in Pharmacy **or** its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Prepare and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.
11.	**Post:**	**Radiographer - 2 Posts**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Radiographer**
	Qualifications:	Diploma in Radiography or Medical Radiography, or an equivalent qualification from a recognised Iinstitution.
	Duties and Responsibilities:	a) Receive patients and review their requests for X-ray examinations. b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
12.	**Post:**	**Assistant Nursing Officer (Nursing) - 14 Posts**
	Reference:	**HRM 72/173/29 – Mulago NRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Nursing)**
	Qualifications:	Diploma in Nursing **or** Comprehensive Nursing from a recognized Institution.
	Duties and Responsibilities:	a) Provide Nursing Care services to patients. b) Keep patients comfortable and ensure clean and safe environment. c) Ensure that aseptic techniques are observed.

		d) Participate in bedside nursing procedures as a member of the caring team. e) Participate in Doctors ward rounds. f) Prepare patient for meals and participate in serving them. g) Prepare daily Ward reports and hand over to in-coming shift. h) Participate in research activities. i) Impart knowledge and skills to students and staff. j) Manage and account for allocated resources. k) Adhere to the relevant Codes of Conduct and Ethics. l) Perform any other duties as may be assigned from time to time.

BUTABIKA NATIONAL REFERRAL MENTAL HOSPITAL		
1.	**Post:**	**Senior Consultant (General Psychiatry) 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NRMH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. MBChB Degree or its equivalent from a recognised University or Institution. ii. Master of Medicine Degree in Psychiatry or equivalent from a recognised University or Institution.
	Experience	At least nine (9) years' working experience as a Specialist**,** three (3) of which should be at the level of Consultant (Psychiatry) in government or reputable organisation
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Diagnose, treat and manage psychiatric conditions and perform specialised clinical procedures in the area of speciality. b) Ensure efficient and effective management of quality psychiatric services at the Hospital and its catchment area. c) Supervise and mentor Consultants, Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate Continuing Professional Development (CPD) in his/her area of speciality for Health Professionals at the Hospital and its catchment area. f) Promote observance of the professional Codes of Conduct and Ethics by staff under him/her. g) Provide technical and professional advice in his/her area of speciality to Government and the Hospital. h) Carry out research in his/her area of speciality. i) Conduct national outreach services. j) Advise on the procurement of equipment, medicines and other logistics required for efficient and effective delivery of psychiatric services. k) Promote multidisciplinary management of patients with mental health conditions. l) Participate in the development, implementation and review of clinical guidelines and standards for psychiatric services. m) Perform any other duties as may be assigned from time to time
2.	**Post:**	**Consultant (General Psychiatry) – 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NRMH**
	Salary Scale:	U1SE

	Reports to:	Senior Consultant (Psychiatry)
	Qualifications:	i. MBChB Degree or equivalent from a recognised University/Institution. ii. Master of Medicine in Psychiatry or equivalent from a recognised University/Institution.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should be at the level of Associate Consultant (Psychiatry) in government or reputable organization
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
3.	**Post:**	**Associate Consultant (Radiology) – 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NRMH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Radiology)**
	Qualifications:	i. MBChB degree or its equivalent from a recognised university or institution. ii. Master of Medicine degree in Radiology or its equivalent from a recognised institution
	Other Requirements:	Demonstrable qualities of leadership and integrity
	Duties and Responsibilities:	a) Diagnose and provide specialist radiological services to patients at the hospital. b) Interpret and report diagnostic imaging investigations and advise referring clinicians on appropriate investigations. c) Manage patients referred for specialised radiological assessment and participate in multidisciplinary clinical care. d) Participate in ward rounds, specialist clinics and clinical consultations as required. e) Supervise, coach, mentor, appraise and train Medical Officers, intern doctors and other health professionals under the post-holder. f) Develop and implement standard operating procedures, clinical protocols and guidelines for radiology services.

		g) Teach medical students and other health students and participate in the supervision of clinical training. h) Supervise and train intern doctors in accordance with applicable professional requirements. i) Promote adherence to professional standards, medical ethics, patient safety and applicable radiation protection requirements. j) Conduct and participate in research and continuous professional development in radiology. k) Advise on the procurement, utilisation and maintenance requirements of radiology equipment and other specialised supplies. l) Prepare and submit periodic reports on radiology service delivery. m) Perform any other duties as may be assigned from time to time.
4.	**Post:**	**Associate Consultant (Psychiatry) – 3 Posts**
	Reference:	**HRM 72/173/33 – Butabika NRMH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Psychiatry)**
	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) degree, or its equivalent, from a recognised university or institution. ii. Master of Medicine (MMed) degree in Psychiatry, or its equivalent, from a recognised university or institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity
	Duties and Responsibilities:	a) Diagnose and treat complicated psychiatric conditions. b) Conduct specialised psychiatric clinics. c) Manage patients referred for specialised psychiatric care at the national level. d) Conduct ward rounds and review patients under care. e) Supervise, coach, mentor, appraise and train Medical Officers and other health professionals under their supervision. f) Develop standard operating procedures, clinical protocols and guidelines for psychiatric services. g) Teach medical students and other health students. h) Supervise and train intern doctors. i) Enforce adherence to the professional code of conduct and medical ethics. j) Conduct research in psychiatry. k) Coordinate continuous professional development in psychiatry at the hospital and within its catchment area. l) Provide technical guidance on specifications for the procurement of equipment, medicines and other supplies required for psychiatric services. m) Perform any other duties as may be assigned from time to time.
5.	**Post:**	**Senior Ophthalmic Clinical Officer - 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U4**
	Reports to:	**Principal Ophthalmic Clinical Officer**
	Qualifications:	Diploma in Ophthalmic Clinical Medicine and Surgery or an equivalent qualification from a recognised institution.
	Experience	At least three (3) years' relevant working experience as an Ophthalmic Clinical Officer in Government or reputable Organisation.
	Other	Good communication, counseling, team building and interpersonal skills.

	Requirements:	
	Duties and Responsibilities:	a) Examine, diagnose and manage patients with ophthalmic conditions. b) Perform ophthalmic clinical procedures and minor surgical procedures within the scope of practice. c) Participate in pre-operative and post-operative care of ophthalmic patients. d) Supervise and coordinate the work of Ophthalmic Clinical Officers and other assigned staff. e) Participate in planning and implementation of ophthalmic services. f) Ensure proper utilisation, maintenance and accountability of ophthalmic equipment, medicines and supplies. g) Participate in quality assurance and quality improvement activities. h) Participate in clinical audits, research and operational studies. i) Provide technical guidance, coaching and mentorship to junior staff. j) Participate in teaching and Continuing Professional Development (CPD). k) Participate in ophthalmic outreach and community eye-health activities. l) Maintain accurate clinical records and prepare periodic reports. m) Participate in infection prevention and control activities. n) Observe professional ethics, confidentiality and the Code of Conduct. Perform any other duties as may be assigned from time to time.
6.	**Post:**	**Anaesthetic Officer – 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U4**
	Reports to:	Senior Anaesthetic Officer
	Qualifications:	Bachelor of Science degree in Anaesthesia or Bachelor of Science degree in Anaesthesia and Critical Care, or equivalent from a recognised university or institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Participate in clinical work and ensure proper management of patients. b) Liaise with ward management in providing pre-operative and post-operative patient care. c) Provide support supervision in operating theatres and ensure that anaesthesia standards are maintained. d) Participate in the management of disaster situations and provide resuscitation services. e) Ensure that anaesthetic equipment is functional, safe and properly maintained. f) Promote observance of the professional Code of Conduct and Ethics. g) Participate in continuous professional development and relevant research activities. h) Maintain appropriate clinical records and prepare periodic reports. i) Perform any other duties as may be assigned from time to time.
7.	**Post:**	**Nursing Officer (Psychiatry) -1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	U4
	Reports to:	Senior Nursing Officer (Psychiatry)
	Qualifications:	i. Bachelor of Science degree in Nursing a recognized university or institution ii. Diploma in Psychiatric Nursing from a recognized institution **OR** iii. BSc. Degree in Psychiatric Nursing or equivalent from a recognised university or

		institution
	Other Requirements:	Good communication, counselling and interpersonal skills.
	a) **Duties and Responsibilities:**	a) Organise, manage and supervise day-to-day nursing activities in the hospital. b) Take records and administer prescribed treatment to clients. c) Provide nursing care to patients with mental health conditions. d) Prepare and update nursing duty rosters. e) Participate in planning and budgeting for the hospital's nursing requirements. f) Participate in inducting, training and mentoring nurses and midwives in nursing care roles. g) Participate in Primary Health Care activities. h) Perform any other related duties as may be assigned from time to time.
8.	**Post:**	**Counselor – 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Counselor**
	Qualifications:	Bachelor's Degree in Counseling and Guidance, or equivalent from a recognised university/institution
	Other Requirements:	Good communication, counseling and interpersonal skills.
	Duties and Responsibilities:	a) Provide individual and group counseling services to clients. b) Assess clients' counseling needs and develop appropriate intervention plans. c) Maintain confidential counseling records in accordance with applicable professional and institutional requirements. d) Provide psychosocial support, guidance and referral services where necessary. e) Identify clients requiring specialised mental health or other professional services and facilitate appropriate referrals. f) Conduct health education, awareness and community outreach activities relevant to counseling services. g) Collaborate with other professionals and service providers in managing clients' needs. h) Observe professional ethics, confidentiality and safeguarding requirements. i) Prepare and submit periodic reports on counseling activities. j) Perform any other duties assigned by the supervisor.
9.	**Post:**	**Clinical Psychologist – 4 Posts**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Clinical Psychologist**
	Qualifications:	Bachelor's Degree in Community Psychology or equivalent from a recognized University or Institution.
	Experience	Analytical approach to mental health, counseling and listening skills.
	Duties and Responsibilities:	a) Carry out psychological assessment of clients including children. b) Offer relevant treatments (therapies) such as psychotherapy and counseling. c) Participate in community outreach programmes. d) Initiate and participate in research activities. e) Train and supervise staff under him/her. f) Manage and account for resources allocated.

		g) Plan and coordinate Continuous Professional Development (CPD) in his/her area. h) Provide technical supervision in Regional Referral and General Hospitals and Health Sub-Districts. i) Perform any other duties as may be assigned from time to time.
10.	**Post:**	**Radiographer – 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U5**
	Reports to:	Senior Radiographer
	Qualifications:	Diploma in Radiography or Medical Radiography, or an equivalent qualification from a recognised institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Receive patients and review their requests for X-ray examinations. b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
11.	**Post:**	**Psychiatry Clinical Officer – 4 Posts**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	U5
	Reports to:	Senior Psychiatric Clinical Officer
	Qualifications:	Diploma in Mental Health or its equivalent from a recognised institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Diagnose, treat and manage patients with mental illness. b) Refer complicated cases to the Senior Psychiatric Clinical Officer or other appropriate specialist. c) Participate in planning and implementing mental health clinical activities. d) Participate in protecting patients, relatives and staff within the care environment. e) Conduct community sensitization and health education on mental health. f) Participate in research and other evidence-based mental health activities. g) Observe the professional Code of Conduct and Ethics. h) Manage and account for allocated resources. i) Maintain appropriate clinical records and prepare and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
12.	**Post:**	**Occupational Therapist – 1 Post**

	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U5**
	Reports to:	**Senior Occupational Therapist**
	Qualifications:	A Diploma in Occupational Therapy from a recognized institution
	Duties and Responsibilities:	a) Assess patients' physical, cognitive, psychosocial and functional abilities to determine their occupational therapy needs. b) Develop and implement individualized treatment and rehabilitation plans. c) Provide therapeutic interventions to improve patients' independence in activities of daily living. d) Train patients in adaptive techniques and the safe use of assistive devices. e) Recommend appropriate modifications to patients' homes, workplaces and other environments to improve accessibility and safety. f) Monitor and evaluate patients' progress and adjust treatment plans accordingly. g) Educate patients, caregivers and families on rehabilitation techniques and continuity of care. h) Collaborate with multidisciplinary teams in the management and rehabilitation of patients. i) Participate in community-based rehabilitation, health promotion and outreach activities. j) Maintain accurate clinical records and prepare periodic reports on occupational therapy services. k) Maintain professional standards, observe ethical requirements and participate in continuous professional development. l) Perform any other duties as may be assigned from time to time.
13.	**Post:**	**Enrolled Psychiatric Nurse - 12 Posts**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U7**
	Reports to:	Assistant Nursing Officer (Psychiatry)
	Qualifications:	Certificate in Enrolled Psychiatric Nursing from a recognised institution
	Other Requirements:	Communication and interpersonal skills.
	Duties and Responsibilities:	a) Attend to the social and psychosocial needs of patients. b) Provide basic counselling and emotional support to patients. c) Collaborate with Medical Social Workers in managing patients' social and psychosocial challenges. d) Keep patients comfortable and maintain a clean, safe and healthy care environment. e) Maintain close contact with patients, take note of their complaints and report concerns to the appropriate supervisor. f) Maintain confidentiality and proper patient records. g) Administer prescribed treatment and carry out nursing procedures within the scope of practice. h) Participate in ward rounds and maintain continuity of care through proper reporting and handover. i) Participate in health education and Primary Health Care activities. j) Observe professional ethics, infection prevention and control measures. k) Perform any other related duties as may be assigned from time to time.
14.	**Post:**	**Hospital Administrator - 1 Post**

	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U4**
	Reports to:	**Senior Hospital Administrator**
	Qualifications:	Bachelor's Degree in Social Sciences or Arts or SWASA or Public Administration or Business Administration (Management option) or Management Science from a recognised University or Institution.
	Duties and Responsibilities:	a) Participate in planning and budgeting for Hospital logistics. b) Maintain adequate supplies to the Hospital. c) Supervise, mentor and appraise staff. d) Supervise the utilisation of hospital infrastructure, facilities and equipment. e) Facilitate the provision of security to Hospital staff and assets. f) Manage the security of Hospital staff, equipment and infrastructure. g) Prepare and submit reports. h) Perform any other duties as may be assigned from time to time.
15.	**Post:**	**Assistant Nursing Officer (Psychiatry) – 13 Posts**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Psychiatry)**
	Qualifications:	Diploma in Mental Health Nursing or its equivalent from a recognized Institution.
	Other Requirements:	Good communication, counseling, team building and interpersonal skills.
	Duties and Responsibilities:	a) Receive patients, register admissions, discharge patients and register deaths. b) Participate in bedside psychiatric nursing procedures as a member of the caring team. c) Participate in Doctors'/Clinical Officers' Ward Rounds. d) Carry out observations, keep record and ensure their safe custody. e) Keep patients comfortable, allay their anxieties and ensure a healthy environment. f) Ensure protection of patients' relatives and staff. g) Prepare patients for meals and participate in serving them. h) Provide health education and counseling to patients and relatives. i) Participate in psychiatric community outreach. j) Impart knowledge and skills to students and staff. k) Promote the observance of professional Codes of Conduct and Ethics by staff under him/her. l) Participate in research activities. m) Prepare daily Ward reports and hand over to in-coming shift. n) Manage and account for allocated resources. o) Perform any other duties as may be assigned from time to time.
16.	**Post:**	**Dispenser - 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U5**
	Reports to:	**Pharmacist**
	Qualifications:	Diploma in Pharmacy or its equivalent from a recognised Institution.
	Duties and Responsibilities:	a) Receive, interpret and dispense prescriptions in accordance with approved standards and procedures. b) Prepare, package and label medicines accurately.

		c) Provide appropriate information to patients on the use, dosage, storage and possible effects of medicines. d) Maintain accurate records of medicines dispensed. e) Participate in the receipt, storage and issuance of medicines and pharmaceutical supplies. f) Monitor pharmaceutical stocks and report shortages, expiries, damages and other discrepancies. g) Participate in stock-taking and inventory management. h) Ensure proper storage and handling of medicines in accordance with established standards. i) Participate in health education and promotion on the rational use of medicines. j) Participate in quality assurance and improvement activities in pharmaceutical services. k) Observe professional standards, confidentiality and the professional Code of Conduct and Ethics. l) Participate in Continuing Professional Development activities. m) Prepare and submit periodic reports on dispensing and pharmaceutical activities. n) Perform any other duties as may be assigned from time to time
17.	**Post:**	**Assistant Anaesthetic Officer - 1 Post**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U5**
	Reports to:	**Anaesthetic Officer**
	Qualifications:	Diploma in Anaesthesia or its equivalent from a recognised institution.
	Duties and Responsibilities:	m) Participates in clinical anaesthetic work and ensures proper management of patients. n) Prepares patients for anaesthesia and assists in the administration of anaesthesia. o) Provides pre-operative and post-operative care to patients. p) Participates in the provision of resuscitation services in emergency and disaster situations. q) Liaises with ward and theatre staff in the preparation and management of patients. r) Ensures that anaesthetic equipment is functional, safe and properly maintained. s) Requisitions for and accounts for anaesthetic materials and supplies. t) Participates in infection prevention and control activities in the theatre and anaesthetic areas. u) Maintains appropriate anaesthetic and patient records. v) Participates in continuous professional development and other professional activities. w) Adheres to the professional Code of Conduct and Ethics. x) Performs any other duties as may be assigned by the supervisor.
18.	**Post:**	**Theatre Assistant – 2 Posts**
	Reference:	**HRM 72/173/33 – Butabika NMRH**
	Salary Scale:	**U7**
	Reports to:	**Senior Theatre Assistant**
	Qualifications:	i. Uganda Certificate of education ii. Certificate in Theatre Techniques/Operating Theatre Assistance or an equivalent qualification from a recognised institution.
	Duties and Responsibilities:	a) Clean and prepare the operating theatre before and after surgical procedures. b) Assist in arranging theatre equipment, instruments and supplies for surgical procedures.

		c) Assist in maintaining cleanliness and orderliness of the theatre and related areas. d) Assist in transporting patients to and from the operating theatre. e) Assist in moving and positioning patients as directed by authorised health workers. f) Assist in the handling, cleaning and proper storage of theatre equipment and instruments. g) Ensure that theatre supplies and materials are available and properly arranged. h) Assist in maintaining proper hygiene and infection prevention and control in the theatre. i) Assist in the safe disposal of medical and other theatre waste in accordance with established procedures. j) Report damaged, missing or malfunctioning equipment and supplies to the responsible officer. k) Assist in maintaining records relating to theatre activities as directed. l) Observe confidentiality, professional conduct and infection prevention requirements. m) Perform any other duties as may be assigned from time to time.
19.	**Post:**	**Engineering Assistant (Electrical) - 1 Post**
	Reference:	**HRM 72/173/33 - Butabika NRMH**
	Salary Scale:	**U7**
	Reports to:	**Electrical Engineer / Senior Electrical Technician**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Electrical Engineering or an equivalent qualification from a recognised institution.
	Duties and Responsibilities:	a) Assist in the installation, operation, maintenance and repair of electrical systems and equipment. b) b) Carry out routine inspection and preventive maintenance of electrical installations and equipment. c) c) Identify electrical faults and undertake repairs under the guidance of the supervising Engineer/Technician. d) d) Assist in testing electrical systems and equipment to ensure safe and efficient operation. e) e) Maintain electrical installations in buildings, wards, theatres, laboratories and other health-facility areas. f) f) Assist in maintenance of generators, electrical distribution systems, lighting systems and other electrical equipment. g) g) Keep records of electrical maintenance, repairs, faults and materials used. h) h) Assist in monitoring contractors undertaking electrical works and report defects to the supervisor. i) i) Observe electrical safety standards, occupational health and safety requirements. j) j) Manage and account for tools, equipment and materials entrusted to him/her. k) k) Prepare routine reports on electrical works and maintenance activities. l) l) Perform any other duties as may be assigned from time to time.

	MULAGO SPECIALIZED WOMEN AND NEONATAL HOSPITAL	
1.	**Post:**	**Senior Consultant (Maternal Fetal Medicine) - 1 Post**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. MBChB or its equivalent from a recognized University or institution. ii. Master of Medicine in Obstetrics and Gynecology or its equivalent from a recognized institution. iii. Postgraduate qualification in Maternal-Fetal Medicine or equivalent recognized subspecialty training.
	Experience	At least nine (9) years as a Specialist, three (3) of which should be at the level of Consultant (Obstetrics and Gynaecology) with demonstrable experience in Maternal and Fetal Medicine from Government or Reputable Organisation.
	Other Requirements:	Demonstrable clinical leadership and integrity.
	Duties and Responsibilities:	a) Provides specialized Maternal-Fetal Medicine services and manages high-risk pregnancies and complex maternal and fetal conditions. b) Provides expert clinical advice and leads multidisciplinary management of complicated maternal and fetal cases. c) Supervises, mentors and trains medical and other health professionals in Maternal-Fetal Medicine. d) Develops and implements clinical guidelines, protocols and standards for Maternal-Fetal Medicine services. e) Conducts and participates in clinical research, audits, quality improvement and maternal and perinatal mortality reviews. f) Provides specialist outreach and technical support to other health facilities. g) Advises management on matters relating to Maternal-Fetal Medicine services h) Performs any other duties as may be assigned by the Responsible Officer.
2.	**Post:**	**Senior Consultant (Neonatology) - 1 Post**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Executive Director**
	Qualifications:	i. MBChB or its equivalent from a recognized University or Institution. ii. Master of Medicine in Pediatrics and Child Health or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Neonatology or equivalent recognized subspecialty training.
	Experience	At least nine (9) years as a Specialist, three (3) of which should be at the level of Consultant (Pediatrics and Child Health) with demonstrable experience in Neonatology in Government or reputable Organisation.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provides expert specialized neonatal care and manages critically ill, premature and high-risk newborns. b) Provides expert advice and leads multidisciplinary management of complex neonatal conditions.

		c) Supervises, mentors and provides technical guidance to medical and other health professionals. d) Leads training, research, clinical audit and quality improvement activities in Neonatology. e) Develops and implements clinical guidelines, protocols and standards for neonatal services. f) Provides specialist outreach and technical support to other health facilities. g) Advises management on matters relating to neonatal services. h) Performs any other duties as may be assigned by the Responsible Officer.
3.	**Post:**	**Consultant (Reproductive Health) - 2 Posts**
	Reference:	**HRM 72/173/41 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Consultant (Reproductive Health)**
	Qualifications:	i. MBChB or its equivalent from a recognized University or Institution. ii. Master of Medicine in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in reproductive health or equivalent recognized subspecialty training.
	Experience	At least six (6) years' working experience as a Specialist in Obstetrics and gynecology, with demonstrable experience in Reproductive Health in Government or reputable organisation
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provides specialized reproductive health services and manages patients with reproductive health conditions. b) Examines, investigates, diagnoses and treats patients with reproductive health conditions, including infertility and sexual and reproductive health problems. c) Provides counselling and appropriate management for patients requiring reproductive health services. d) Supervises, mentors and trains medical officers, resident doctors, interns and other health professionals. e) Participates in clinical research, audit, quality improvement and Continuing Professional Development activities. f) Participates in specialist outreach and provides technical support to other health facilities. g) Maintains clinical records and prepares reports on reproductive health services h) Performs any other duties as may be assigned by the Responsible Officer.
4.	**Post:**	**Consultant (Benign Gynecology) - 3 Posts**
	Reference:	**HRM 72/173/01 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Benign Gynecology)**
	Qualifications:	i. MBChB or its equivalent from a recognized University or Institution. ii. Master of Medicine in Obstetrics and Gynecology or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Benign Gynecology or an equivalent relevant qualification.

	Experience	At least six (6) years' working experience as a Specialist in Obstetrics and Gynecology, with demonstrable experience in benign gynecological practice in Government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provides specialized benign gynecology services and manages patients with non-malignant gynecological conditions. b) Examines, investigates, diagnoses and treats patients with benign gynecological conditions. c) Participates in multidisciplinary management of complex gynecological cases. d) Supervises, mentors and trains medical officers, resident doctors, interns and other health professionals. e) Participates in clinical research, audit, quality improvement and Continuing Professional Development activities. f) Participates in specialist outreach and provides technical support to other health facilities. g) Maintains clinical records and prepares reports on benign gynecology services. h) Performs any other duties as may be assigned by the Responsible Officer.
5.	**Post:**	**Consultant (Maternal Fetal Medicine) - 5 Posts**
	Reference:	**HRM 72/173/01 MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Maternal Fetal Medicine)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Obstetrics and Gynecology or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Maternal and Fetal Medicine.
	Experience	At least six (6) years' experiences as a Specialist of which three (3) should have been as Associate Consultant (Obstetrics and Gynecology) with demonstrable experience in Maternal and Fetal Medicine in Government or reputable organisation
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provides specialized Maternal and Fetal Medicine services and manages high-risk pregnancies and complex maternal and fetal conditions. b) Examines, diagnoses and treats patients with maternal and fetal complications and provides appropriate follow-up care. c) Participates in multidisciplinary management of complicated maternal and fetal cases. d) Supervises, mentors and trains medical officers, resident doctors, interns and other health professionals. e) Participates in clinical research, clinical audit, quality improvement and maternal and perinatal mortality reviews. f) Participates in the development and implementation of clinical guidelines, protocols and standards for Maternal and Fetal Medicine services. g) Participates in specialist outreach and provides technical support to other health facilities. h) Maintains accurate clinical records and prepares reports on Maternal and Fetal

		Medicine services. i) Performs any other duties as may be assigned by the Responsible Officer.
6.	**Post:**	**Consultant (Radiology) - 2 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Radiology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University/Institution. ii. Master of Medicine Degree in Radiology or its equivalent from a recognized University/Institution.
	Experience	At least six (6) years as a Specialist, three (3) of which should be at the level of Associate Consultant (Radiology) in Government or reputable organisation
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of Radiology services at the hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in Radiology. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for Health Professionals under him/her. e) Train and supervise Intern Doctors. f) Plan and coordinate Continuous Professional Development (CPD) in Radiology for Health Workers at the hospital and its catchment area. g) Plan, coordinate and conduct operational research in Radiology. h) Provide technical and professional advice in Radiology to Government and the Institution. i) Conduct outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of Radiology services. k) Promote observance of Professional Codes of Conduct and Ethics by staff under him/her. l) Prepare and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
7.	**Post:**	**Consultant (Gyne-oncology) - 3 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Gyne-oncology)**
	Qualifications:	i. MBChB or its equivalent from a recognized University or Institution. ii. Master of Medicine in Obstetrics and gynecology or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Gynecological Oncology.
	Experience	At least six (6) years' working experience as a Specialist, three (3) of which should have been as Associate Consultant (Obstetrics and gynecology) with demonstrable experience in Gynecological Oncology in government or reputable organization
	Other	i. Proven record of research and publications in peer review journal(s) will be an

	Requirements:	added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Provides specialized gynecological oncology services and manages patients with gynecological cancers. b) Examines, investigates, diagnoses and treats patients with gynecological malignancies. c) Participates in multidisciplinary management of patients with gynecological cancers. d) Supervises, mentors and trains medical officers, resident doctors, interns and other health professionals. e) Participates in clinical research, audit, quality improvement and Continuing Professional Development activities. f) Participates in the development and implementation of clinical guidelines, protocols and standards for gynecological oncology services. g) Participates in specialist outreach and provides technical support to other health facilities. h) Maintains accurate clinical records and prepares reports on gynecological oncology services. i) Performs any other duties as may be assigned by the Responsible Officer.
8.	**Post:**	**Associate Consultant (Anesthesiology) – 9 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Anesthesiologist)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Anesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Run chronic pain services and lead intensive care units. b) Conduct specialized anaesthesiology Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines paediatric critical care. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in anaesthesiology. k) Conduct continuous professional development in anaesthesiology at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for anaesthesiology services. j) Perform any other duties as may be assigned from time to time.
9.	**Post:**	**Associate Consultant (Obstetrics and Gynecology) - 1 Post**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U2**

	Reports to:	**Consultant (Obstetrics and Gynaecology)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Obstetrics and Gynaecology or its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Obstetrics and Gynaecology conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Obstetrics and Gynaecology. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Obstetrics and Gynaecology. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
10.	**Post:**	**Associate Consultant (Internal Medicine) - 2 Posts**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Internal Medicine)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Internal Medicine **or** its equivalent from a recognized University **or** Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated Internal Medicine conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in Internal Medicine. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in Internal Medicine. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to timeTo conduct continuous professional development in the area of specialization at the Hospital and the

		catchment area of the Hospital. n) To provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for his/her specialty. o) Perform any other duties as may be assigned from time to time.
11.	**Post:**	**Associate Consultant (Pediatrics Neonatology) - 1 Post**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Paediatric Neonatology)**
	Qualifications:	i. MBChB Degree **or** its equivalent from a recognized University **or** Institution. ii. Master of Medicine Degree in Paediatrics and child health **or** its equivalent from a recognized University **or** Institution. iii. Evidence of training in Neonatology in a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Provide specialised clinical care for newborns, premature infants and children with medical conditions within the area of specialisation. b) Assess, diagnose, treat and manage neonatal and paediatric illnesses, including neonatal sepsis, prematurity, birth asphyxia, respiratory distress and neonatal jaundice. c) Conduct specialised neonatal and paediatric ward rounds and clinics and participate in emergency management. d) Provide care for critically ill newborns, including those requiring resuscitation, respiratory support and other appropriate neonatal interventions. e) Participate in the management of high-risk newborns and coordinate referrals for patients requiring advanced specialist care. f) Supervise and mentor Medical Officers, interns and other health professionals involved in neonatal and paediatric services. g) Participate in the development and implementation of clinical protocols, standards and guidelines for neonatal and paediatric care. h) Plan and coordinate continuing professional development activities for health professionals in the area of specialisation. i) Participate in clinical audits, operational research and quality improvement initiatives to improve neonatal survival and child health outcomes. j) Provide technical and professional advice to hospital management on neonatal and paediatric service delivery. k) Advise on the procurement, utilisation and maintenance of neonatal equipment, medicines and other essential supplies. l) Promote infection prevention and control, patient safety and adherence to professional ethics. m) Maintain accurate clinical records and prepare periodic reports on neonatal and paediatric services. n) Perform any other duties assigned by the supervisor that are related to the role.
12.	**Post:**	**Associate Consultant (Pediatrics Surgery) - 3 Posts**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Pediatric Surgery)**

	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) or its equivalent from a recognized University or Institution. ii. Master of Medicine (Mmed) in General Surgery or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Pediatric Surgery from a recognised institution
	Other Requirements:	Applicants should have demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Assist the Consultant in the management and delivery of specialised paediatric surgical services at the hospital and its catchment area. b) Examine, investigate, diagnose and manage surgical conditions affecting newborns, infants, children and adolescents. c) Perform paediatric surgical procedures within the officer's level of competence and authorised scope of practice. d) Participate in specialised paediatric surgical clinics, ward rounds, emergency services and operating theatre activities. e) Provide pre-operative assessment, post-operative care and follow-up of paediatric surgical patients. f) Participate in the management of paediatric surgical emergencies, including congenital abnormalities, abdominal emergencies, trauma and other urgent surgical conditions. g) Supervise and mentor Medical Officers, interns and other health professionals involved in paediatric surgical care. h) Participate in the planning and coordination of training programmes and continuing professional development in paediatric surgery. i) Participate in clinical audits, operational research and quality improvement initiatives to improve surgical outcomes. j) Support the development and implementation of clinical guidelines, protocols and standards for paediatric surgical services. k) Provide technical and professional advice on paediatric surgery to hospital management and other relevant health institutions. l) Advise on the appropriate procurement, utilisation and maintenance of surgical equipment, instruments, medicines and other supplies. m) Promote infection prevention and control, patient safety and observance of professional ethics. n) Maintain accurate clinical records and prepare reports on paediatric surgical services. o) Perform any other duties assigned by the supervisor from time to time.
13.	**Post:**	**Associate Consultant (Neurosurgery) - 2 Posts**
	Reference:	**HRM 72/173/40 MSWNH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Neurosurgery)**
	Qualifications:	i. MBChB or its equivalent from a recognized University or Institution. ii. Master of Medicine in General Surgery or its equivalent from a recognized University or Institution. iii. Postgraduate qualification in Neurosurgery from a recognised institution
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Provides specialized neurosurgical services and manages patients with neurological and neurosurgical conditions. b) Examines, investigates, diagnoses and treats patients with neurosurgical conditions.

		c) Participates in the management of complex neurosurgical cases and multidisciplinary care. d) Supervises, mentors and trains Medical Officers, Resident Doctors, Interns and other health professionals as assigned. e) Participates in teaching, clinical research, audit, quality improvement and Continuing Professional Development activities. f) Participates in specialist outreach and provides technical support to other health facilities. g) Maintains accurate clinical records and prepares reports on neurosurgical services. h) Performs any other duties as may be assigned by the Responsible Officer.
14.	**Post:**	**Anaaesthetic Officer – 3 Posts**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U4**
	Reports to:	**Senior Anaesthetic Officer**
	Qualifications:	Bachelor of Science Degree in Anaesthesia, or a Bachelor of Science Degree in Anaesthesia and Critical Care, or equivalent qualification from a recognised university or institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess patients before surgical procedures to identify anaesthetic risks and prepare them for anaesthesia. b) Prepare, check and maintain anaesthetic equipment, drugs, gases and other supplies. c) Administer anaesthesia within the officer's scope of practice and level of professional authorization. d) Monitor patients' vital signs and clinical condition during anaesthesia and surgical procedures. e) Provide immediate assistance in the management of anaesthetic emergencies, including airway obstruction, respiratory compromise and cardiac arrest. f) Provide post-anaesthetic monitoring and care, identifying and reporting complications promptly. g) Participate in emergency surgical services, resuscitation and other relevant clinical interventions. h) Maintain accurate anaesthetic records, patient charts and reports. i) Observe infection prevention and control measures, patient safety standards and safe handling of anaesthetic equipment and medicines. j) Participate in clinical meetings, continuing professional development, mentorship and quality improvement activities. k) Ensure proper use, storage and accountability of anaesthetic drugs, equipment and supplies. l) Perform any other duties assigned by the supervisor that are related to the role.
15.	**Post:**	**Radiographer – 1 Post**
	Reference:	**HRM 72/173/40 – MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Senior Radiographer**
	Qualifications:	Diploma in Radiography or Medical Radiography, or an equivalent qualification from a recognised institution.

	Duties and Responsibilities:	a) Receive patients and review their requests for X-ray examinations. b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
16.	**Post:**	**Dispenser – 4 Posts**
	Reference:	**HRM/72/173/40 - MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Senior Dispenser**
	Qualifications:	Diploma in Pharmacy **or** its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Preapare and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.
17.	**Post:**	**Assistant Nursing Officer (Midwifery) - 16 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Midwifery)**
	Qualifications:	Diploma in Midwifery from a recognized Institution
	Duties and Responsibilities:	a) Provide antenatal, intrapartum and postnatal care to mothers. b) Conduct normal deliveries and monitor the progress of labour in accordance with established clinical guidelines. c) Identify, manage within the scope of practice, and promptly refer obstetric and neonatal complications. d) Provide essential newborn care, including early identification of newborn danger signs and referral when necessary. e) Provide family planning, reproductive health education and counselling services. f) Participate in emergency obstetric and newborn care, including initial stabilisation and referral of complicated cases. g) Maintain accurate maternal, delivery, newborn and other relevant clinical records. h) Participate in maternal and perinatal death reviews, audits and quality improvement activities.

		i) Supervise, guide and mentor junior midwifery staff and students where assigned. j) Participate in planning, budgeting and management of midwifery services. k) Ensure proper utilisation and accountability for midwifery equipment, medicines and supplies. l) Observe professional ethics, infection prevention and control standards, and patient safety procedures. m) Participate in community maternal and child health activities and continuous professional development. n) Perform any other related duties as may be assigned from time to time
18.	**Post:**	**Assistant Nursing Officer (Psychiatry) – 10 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Nursing Officer (Psychiatry)**
	Qualifications:	Diploma in Mental Health Nursing or its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Receive patients, register admissions, discharge patients and register deaths. b) Participate in bedside psychiatric nursing procedures as a member of the caring team. c) Participate in Doctors'/Clinical Officers' Ward Rounds. d) Carry out observations, keep record and ensure their safe custody. e) Keep patients comfortable, allay their anxieties and ensure a healthy environment. f) Ensure protection of patients' relatives and staff. g) Prepare patients for meals and participate in serving them. h) Provide health education and counseling to patients and relatives. i) Participate in psychiatric community outreach. j) Impart knowledge and skills to students and staff. k) Promote the observance of professional Codes of Conduct and Ethics by staff under him/her. l) Participate in research activities. m) Compile daily Ward reports and hand over to in-coming shift. n) Manage and account for allocated resources. o) Perform any other duties as may be assigned from time to time.
19.	**Post:**	**Assistant Engineering Officer (Electrical) – 1 Post**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U5**
	Reports to:	**Electrical Engineer**
	Qualifications:	Diploma in Electrical Engineering **or** its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Participate in installation, repair and maintenance of machinery and equipment in the Hospital. b) Participate in the servicing and repair of medical plants. c) Inspect and detect faulty equipment; correct the faults and/or recommend remedial action. d) Perform any other duties as may be assigned from time to time.
	Post:	**House Keeper - 8 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U7**
	Reports to:	**Senior House Keeper/Hospital Administrator**

	Qualifications:	i. Uganda Advanced Certificate of Education (UACE) or its equivalent. ii. Certificate in Facilities Management or its equivalent from a recognized institution.
	Duties and Responsibilities:	a) Supervise and coordinate housekeeping activities. b) Ensure cleanliness and hygiene of assigned hospital areas. c) Allocate duties and monitor performance of housekeeping staff. d) Ensure proper use and care of cleaning materials and equipment. e) Monitor availability and proper use of housekeeping supplies. f) Maintain records of housekeeping activities and supplies. g) Report faults, damages and sanitation concerns to the supervisor. h) Perform any other duties as assigned.
20.	**Post:**	**Carpenter – 1 Post**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Carpentry and Joinery from a recognized institution.
	Duties and Responsibilities:	a) Construct, repair and maintain wooden furniture and fittings. b) Carry out carpentry and joinery works in hospital buildings. c) Repair doors, windows, cupboards, beds and other wooden structures. d) Measure, cut and shape timber and other materials. e) Maintain and safely use carpentry tools and equipment. f) Identify and report defects requiring major repairs. g) Maintain records of completed works and materials used. h) Perform any other duties as assigned.
21.	**Post:**	**Mortuary Assistant – 4 Posts**
	Reference:	**HRM 72/173/40 MSWNH**
	Salary Scale:	**U7**
	Reports to:	**Senior Mortuary Assistant**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Mortuary Science OR Health Care Assistance or a related field from a recognized institution
	Duties and Responsibilities:	a) Receive and identify bodies brought to the mortuary. b) Assist in handling, preserving and transferring bodies. c) Assist in preparing bodies for viewing and release. d) Maintain cleanliness and hygiene of the mortuary. e) Assist in maintaining mortuary registers and records. f) Assist in the proper storage and identification of bodies. g) Observe infection prevention and safety procedures. h) Assist in maintaining mortuary equipment and supplies. i) Perform any other duties assigned by the supervisor.
22.	**Post:**	**Sterilization Production Assistant - 9 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U7**

	Reports to:	**Senior Sterilization Technician**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Sterilization OR Infection Prevention and Control OR Health Care Assistance or a related field
	Duties and Responsibilities:	a) Receive, clean and prepare medical instruments and supplies for sterilization. b) Operate sterilization equipment under supervision. c) Package and label sterile items appropriately. d) Monitor and record sterilization processes and cycles. e) Store and distribute sterile supplies to user departments. f) Maintain cleanliness and hygiene of the sterilization area. g) Observe infection prevention and control procedures. h) Maintain records of sterilized items and equipment. i) Report equipment faults and shortages of supplies. j) Perform any other duties assigned by the supervisor.
23.	**Post:**	**Customer Care Assistant - 10 Posts**
	Reference:	**HRM 72/173/40 - MSWNH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator**
	Qualifications:	i. Uganda Advanced Certificate of Education (UACE) or equivalent. ii. Certificate in Customer Care, Public Relations, Communications or a related field from a recognized institution.
	Duties and Responsibilities:	a) Receive and attend to patients, attendants and visitors. b) Provide information and guidance on hospital services. c) Receive, record and refer complaints and enquiries. d) Follow up complaints and provide feedback to clients. e) Collect and record customer feedback. f) Maintain customer care records. g) Support implementation of the hospital's client care standards. h) Perform any other duties assigned by the supervisor.

KAWEMPE REFERRAL HOSPITAL

1.	**Post:**	**Consultant (Obstetrics and Gynecology) - 1 Post**
	Reference:	**HRM 72/173/36 - Kawempe RH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Obstetrics and Gynecology)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine in Obstetrics and Gynecology from a recognized University/Institution or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years' working experiene as a Specialist, three (3) of which should be at the level of Associate Consultant (Obstetrics and Gynecology) in government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.

	Duties and Responsibilities:	a) Run specialized Obstetrics and gynecology Clinics. b) Manage and supervise ward rounds. c) Supervise and train Medical Officers Associate Consultant and other Health Professionals under him/her. d) Provide technical and professional advice to Government or the Institution in Obstetrics and gynecology. e) Teach Postgraduate and Undergraduate Medical Students as well as other Health Students. f) Develop departmental work plans, budgets and reports. g) Supervise and train Intern Doctors. h) Coordinate and manage a referral system for patients at the National level. i) Ensure that discipline and the ethical code of conduct are observed by staff under him/her. j) Plan, coordinate and conduct research in Obstetrics and gynecology. k) Provide technical guidance on specifications for procurement of equipment, drugs and other logistics required for Obstetrics and gynecology services.
2.	**Post:**	**Associate Consultant (Paediatrics and Child Health) - 3 Posts**
	Reference:	**HRM 72/173/36 - Kawempe RH**
	Salary Scale:	**U2**
	Reports to:	Consultant (Paediatrics and Child Health)
	Qualifications:	i. Bachelor of Medicine and Bachelor of Surgery (MBChB) degree, or its equivalent, from a recognised university or institution. ii. Master of Medicine (MMed) degree in Paediatrics and Child Health, or its equivalent, from a recognised university or institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and manage complicated paediatric conditions and provide specialist clinical services to children. b) Conduct specialised paediatric clinics and manage patients referred to the hospital. c) Conduct ward rounds and participate in the management of critically ill children and paediatric emergencies. d) Supervise, coach, mentor and train Medical Officers, intern doctors and other health professionals under their supervision. e) Develop and implement standard operating procedures, clinical protocols and guidelines for paediatric services. f) Teach medical students and other health students and participate in clinical training. g) Supervise and train intern doctors in accordance with applicable professional requirements. h) Promote adherence to professional codes of conduct, medical ethics and patient safety standards. i) Conduct and participate in research in paediatrics and child health. j) Plan and coordinate continuous professional development for health professionals at the hospital and within its catchment area. k) Provide technical guidance on the procurement and appropriate use of paediatric equipment, medicines and other medical supplies. l) Participate in outreach services and provide specialist advice to referring health facilities. m) Prepare and submit periodic reports on paediatric service delivery. n) Perform any other duties as may be assigned from time to time.

3.	**Post:**	**Associate Consultant (Anesthesiology) - 1 Post**
	Reference:	**HRM/72/173/36 - Kawempe-RH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (Anesthesiology)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in Anesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Run chronic pain services and lead intensive care units. b) Conduct specialized anaesthesiology Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines paediatric critical care. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in anaesthesiology. k) Conduct continuous professional development in anaesthesiology at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for anaesthesiology services. m) Perform any other duties as may be assigned from time to time.
4.	**Post:**	**Anaesthetic Officer – 2 Posts**
	Reference:	**HRM/72/173/36 - Kawempe-RH**
	Salary Scale:	**U4**
	Reports to:	**Senior Anaesthetic Officer**
	Qualifications:	Bachelor of Science Degree in Anaesthesia, or a Bachelor of Science Degree in Anaesthesia and Critical Care, or equivalent qualification from a recognised University or Institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess patients before surgical procedures to identify anaesthetic risks and prepare them for anaesthesia. b) Prepare, check and maintain anaesthetic equipment, drugs, gases and other supplies. c) Administer anaesthesia within the officer's scope of practice and level of professional authorization. d) Monitor patients' vital signs and clinical condition during anaesthesia and surgical procedures. e) Provide immediate assistance in the management of anaesthetic emergencies, including airway obstruction, respiratory compromise and cardiac arrest. f) Provide post-anaesthetic monitoring and care, identifying and reporting complications promptly. g) Participate in emergency surgical services, resuscitation and other relevant clinical interventions.

		h) Maintain accurate anaesthetic records, patient charts and reports. i) Observe infection prevention and control measures, patient safety standards and safe handling of anaesthetic equipment and medicines. j) Participate in clinical meetings, continuing professional development, mentorship and quality improvement activities. k) Ensure proper use, storage and accountability of anaesthetic drugs, equipment and supplies. l) Perform any other duties assigned by the supervisor that are related to the role.
5.	**Post:**	**Assistant Anaesthetic Officer – 2 Posts**
	Reference:	**HRM/72/173/36 - Kawempe-RH**
	Salary Scale:	**U5**
	Reports to:	**Anaesthetic Officer**
	Qualifications:	Diploma in Anaesthesia or its equivalent from a recognised institution.
	Duties and Responsibilities:	a) Participates in clinical anaesthetic work and ensures proper management of patients. b) Prepares patients for anaesthesia and assists in the administration of anaesthesia. c) Provides pre-operative and post-operative care to patients. d) Participates in the provision of resuscitation services in emergency and disaster situations. e) Liaises with ward and theatre staff in the preparation and management of patients. f) Ensures that anaesthetic equipment is functional, safe and properly maintained. g) Requisitions for and accounts for anaesthetic materials and supplies. h) Participates in infection prevention and control activities in the theatre and anaesthetic areas. i) Maintains appropriate anaesthetic and patient records. j) Participates in continuous professional development and other professional activities. k) Adheres to the professional Code of Conduct and Ethics. l) Performs any other duties as may be assigned by the supervisor.
6.	**Post:**	**Dispenser – 3 Posts**
	Reference:	**HRM/72/173/36 - Kawempe-RH**
	Salary Scale:	**U5**
	Reports to:	**Senior Dispenser**
	Qualifications:	Diploma in Pharmacy **or** its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Prepare and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.

7.	**Post:**	**Assistant Engineering Officer (Electrical) – 1 Post**
	Reference:	**HRM 72/173/36 – Kawempe RH**
	Salary Scale:	**U5**
	Reports to:	**Electrical Engineer**
	Qualifications:	Diploma in Electrical Engineering or equivalent from a recognised institution
	Duties and Responsibilities:	a) Participate in the installation, repair and maintenance of electrical machinery and equipment in the hospital. b) Participate in the servicing and repair of medical plants. c) Inspect and identify faulty electrical equipment and installations. d) Correct identified faults or recommend appropriate remedial action. e) Participate in inspection and testing of electrical installations and equipment. f) Participate in electrical wiring and maintenance works. g) Maintain records of electrical maintenance and repair activities. h) Participate in preparation of work plans and estimates for electrical works. i) Ensure compliance with electrical safety requirements. j) Prepare and submit periodic engineering reports. b) Perform any other duties assigned by the supervisor.
8.	**Post:**	**Radiographer - 1 Post**
	Reference:	**HRM 72/173/36 Kawempe-RH**
	Salary Scale:	**U5**
	Reports to:	**Senior Radiographer**
	Qualifications:	Diploma in Medical Radiography or equivalent qualification from a recognised institution.
	Duties and Responsibilities:	a) Receive patients and review their requests for X-ray examinations. b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
9.	**Post:**	**Carpenter – 1 Post**
	Reference:	**HRM 72/173/36 Kawempe-RH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Carpentry and Joinery from a recognized institution.

	Duties and Responsibilities:	i) Construct, repair and maintain wooden furniture and fittings. j) Carry out carpentry and joinery works in hospital buildings. k) Repair doors, windows, cupboards, beds and other wooden structures. l) Measure, cut and shape timber and other materials. m) Maintain and safely use carpentry tools and equipment. n) Identify and report defects requiring major repairs. o) Maintain records of completed works and materials used. p) Perform any other duties as assigned.
10.	**Post:**	**Plumber - 1 Post**
	Reference:	**HRM 72/173/36 Kawempe-RH**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator or Works Supervisor / Engineer**
	Qualifications:	i. Uganda Certificate of Education (UCE) or equivalent. ii. Certificate in Plumbing from a recognized institution.
	Duties and Responsibilities:	a) Install, repair and maintain plumbing and drainage systems. b) Repair water pipes, taps, valves, sanitary fittings and related installations. c) Detect and rectify water leaks and blockages. d) Conduct routine inspection of plumbing installations. e) Maintain and safely use plumbing tools and equipment. f) Advise on plumbing materials and requirements. g) Maintain records of plumbing works undertaken. h) Perform any other duties assigned by the supervisor.

KIRUDDU REFERRAL HOSPITAL		
1.	**Post:**	**Consultant (Radiology) - 1 Post**
	Reference:	**HRM 72/173/35 - Kiruddu RH**
	Salary Scale:	**U1SE**
	Reports to:	**Senior Consultant (Radiology)**
	Qualifications:	i. MBChB Degree or equivalent qualification from a recognized University/Institution. ii. Master of Medicine in Obstetrics and Gynecology from a recognized University/Institution or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Associate Consultant (Radiology) in government or reputable organization.
	Other Requirements:	i. Proven record of research and publications in peer review journal(s) will be an added advantage. ii. Demonstrable qualities of leadership and integrity. iii. Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	a) Assist the Senior Consultant in ensuring efficient and effective management of Radiology services at the hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in Radiology. c) Supervise and mentor Associate Consultant, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for Health Professionals under him/her. e) Train and supervise Intern Doctors. f) Plan and coordinate Continuous Professional Development (CPD) in Radiology for Health Workers at the hospital and its catchment area. g) Plan, coordinate and conduct operational research in Radiology.

		h) Provide technical and professional advice in Radiology to Government and the Institution. i) Conduct outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of Radiology services. k) Promote observance of Professional Codes of Conduct and Ethics by staff under him/her. l) Prepare and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
2.	**Post:**	**Associate Consultant (ENT) - 1 Post**
	Reference:	**HRM 72/173/36 - Kiruddu RH**
	Salary Scale:	**U2**
	Reports to:	**Consultant (ENT)**
	Qualifications:	i. MBChB Degree or its equivalent from a recognized University or Institution. ii. Master of Medicine Degree in ENT or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Diagnose and treat complicated ENT conditions. b) Conduct specialized Clinics. c) Manage referral patients at the National level. d) Conduct Ward rounds. e) Supervise, coach, mentor, appraise and train Medical and Health Professionals under him/her. f) Draft standard operating procedures, clinical protocols and guidelines in ENT. g) Teach Medical students as well as other health students. h) Supervise and train intern Doctors. i) Enforce adherence to the professional code of conduct and ethics. j) Conduct research in ENT. k) Conduct continuous professional development in their area of specialization at the Hospital and the catchment area of the Hospital. l) Provide technical guidance on the specifications of the procurement of equipment, drugs and other logistics required for psychiatry services. m) Perform any other duties as may be assigned from time to time
3.	**Post:**	**Anaaesthetic Officer – 2 Posts**
	Reference:	**HRM 72/173/36 – KIRUDDU/RH**
	Salary Scale:	**U4**
	Reports to:	**Senior Anaesthetic Officer**
	Qualifications:	Bachelor of Science Degree in Anaesthesia, or a Bachelor of Science Degree in Anaesthesia and Critical Care, or equivalent qualification from a recognised university or institution
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Assess patients before surgical procedures to identify anaesthetic risks and prepare them for anaesthesia. b) Prepare, check and maintain anaesthetic equipment, drugs, gases and other supplies. c) Administer anaesthesia within the officer's scope of practice and level of professional authorization. d) Monitor patients' vital signs and clinical condition during anaesthesia and surgical procedures. e) Provide immediate assistance in the management of anaesthetic emergencies, including airway obstruction, respiratory compromise and cardiac arrest.

		f) Provide post-anaesthetic monitoring and care, identifying and reporting complications promptly. g) Participate in emergency surgical services, resuscitation and other relevant clinical interventions. h) Maintain accurate anaesthetic records, patient charts and reports. i) Observe infection prevention and control measures, patient safety standards and safe handling of anaesthetic equipment and medicines. j) Participate in clinical meetings, continuing professional development, mentorship and quality improvement activities. k) Ensure proper use, storage and accountability of anaesthetic drugs, equipment and supplies. l) Perform any other duties assigned by the supervisor that are related to the role.
4.	**Post:**	**Hospital Administrator - 1 Post**
	Reference:	**HRM 72/173/35 – Kiruddu RH**
	Salary Scale:	**U4**
	Reports to:	**Senior Hospital Administrator**
	Qualifications:	Bachelor's Degree in Social Sciences or Arts or SWASA or Public Administration or Business Administration (Management option) or Management Science from a recognised University or Institution.
	Duties and Responsibilities:	a) Participate in planning and budgeting for Hospital logistics. b) Maintain adequate supplies to the Hospital. c) Supervise, mentor and appraise staff. d) Supervise the utilisation of hospital infrastructure, facilities and equipment. e) Facilitate the provision of security to Hospital staff and assets. f) Manage the security of Hospital staff, equipment and infrastructure. g) Compile and submit reports. h) Perform any other duties as may be assigned from time to time.
5.	**Post:**	**Dispenser – 2 Posts**
	Reference:	**HRM/72/173/35 - Kiruddu RH**
	Salary Scale:	U5
	Reports to:	**Senior Dispenser**
	Qualifications:	Diploma in Pharmacy **or** its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Prepare and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.
6.	**Post:**	**Radiographer - 1 Post**
	Reference:	**HRM/72/173/35 - Kiruddu RH**
	Salary Scale:	**U5**
	Reports to:	**Senior Radiographer**
	Qualifications:	Diploma in Radiography or Medical Radiography, or an equivalent qualification from a recognised institution.
	Duties and	a) Receive patients and review their requests for X-ray examinations.

	Responsibilities:	b) Prepare radiographic equipment and patients for the required investigations. c) Liaise with ward management and other clinical personnel in preparing patients for radiographic examinations. d) Take X-ray images, process images and make them available to the referring Doctor or Clinical Officer for interpretation. e) Ensure that patients, staff and the public are protected from unnecessary exposure to ionising radiation. f) Maintain radiographic equipment in a safe and functional condition and report faults for appropriate action. g) Observe professional codes of conduct, ethics and radiation safety procedures. h) Manage and account for allocated equipment, supplies and other resources. i) Participate in relevant research, training and continuous professional development activities. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
7.	**Post:**	**Psychiatric Clinical Officer - 1 Post**
	Reference:	**HRM/72/173/35 Kiruddu RH**
	Salary Scale:	**U5**
	Reports to:	**Senior Psychiatric Clinical Officer**
	Qualifications:	A Diploma in Mental Health from a recognized Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Participate in clinical work and ensure proper management of patients. b) Refer complicated cases to Senior Psychiatric Clinical Officer. c) Participate in sensitizing communities on mental health. d) Participate in Primary Health Care activities. e) Participate in research activities. f) Manage and account for allocated resources. g) Adhere to the Professional Codes of Conduct and Ethics. h) Perform any other duties as may be assigned from time to time.

UGANDA BLOOD TRANSFUSION SERVICES		
1.	**Post:**	**Senior Quality Assurance Officer - 1 Post**
	Reference:	**HRM 72/173/26 – UBTS**
	Salary Scale:	**U3**
	Reports to:	**Principal Quality Assurance Officer or Director, UBTS**
	Qualifications:	i. A Bachelor's Degree in Quality Assurance OR Health Sciences, Biomedical Sciences OR Laboratory Sciences OR Public Health OR a related field from a recognised University/Institution. ii. Relevant professional qualification or training in Quality Management from a recognized Institution
	Experience	At least three (3) years' working experience as a Quality Assurance Officer in Government or reputable Organisaation
	Other Requirements:	Good communication, counselling and interpersonal skills.
	Duties and Responsibilities:	a) a) Participate in the development, implementation and review of quality assurance systems for UBTS. b) b) Monitor compliance with established quality standards, guidelines, policies and procedures for blood transfusion services. c) c) Conduct quality assurance assessments, inspections and audits of blood transfusion activities. d) d) Identify quality gaps and recommend appropriate corrective and preventive actions. e) e) Monitor implementation of corrective and preventive actions and follow up outstanding quality issues. f) f) Participate in development, review and implementation of Standard Operating Procedures (SOPs) and quality management documentation. g) g) Participate in quality improvement initiatives across Regional Blood Banks. h) h) Support staff in understanding and implementing quality management requirements. i) i) Participate in investigation and documentation of non-conformities, incidents and adverse events. j) j) Compile and analyse quality assurance data and prepare periodic reports. k) k) Participate in internal and external quality assessments and accreditation-related activities. l) l) Participate in training, mentorship and Continuous Professional Development on quality assurance. m) m) Maintain proper records and documentation of quality assurance activities. n) Perform any other duties as may be assigned from time to time.
2.	**Post:**	**Quality Assurance Officer - 9 Posts**
	Reference:	**HRM 72/173/26 – UBTS**
	Salary Scale:	U4
	Reports to:	**Senior Quality Assurance**
	Qualifications:	i. Bachelor's Degree in Quality Assurance OR Biomedical Sciences OR Medical Laboratory Sciences OR Public Health, OR a related health-science field from a recognised University/Institution. ii. Training in Quality Management Systems from a recognized Institutions
	Duties and Responsibilities:	a) Participate in implementation of quality assurance systems within UBTS. b) Monitor compliance with established standards, guidelines, SOPs and quality management procedures. c) Participate in internal quality audits and quality assessments. d) Identify quality gaps, document non-conformities and recommend corrective actions. e) Follow up implementation of corrective and preventive actions. f) Participate in development, review and implementation of Standard Operating

		Procedures. g) Support Regional Blood Banks and other UBTS units in implementation of quality improvement activities. h) Collect, analyse and maintain quality assurance data. i) Participate in investigation and documentation of adverse events, incidents and non-conformities. j) Participate in staff training and sensitisation on quality assurance and quality management systems. k) Maintain appropriate quality assurance records and documentation. l) Participate in preparation of periodic quality assurance reports. m) Participate in accreditation and external quality assessment activities. n) Perform any other duties as may be assigned from time to time.
3.	**Post:**	**Receptionist - 2 Posts**
	Reference:	**HRM 72/173/26 – UBTS**
	Salary Scale:	**U7**
	Reports to:	**Hospital Administrator**
	Qualifications:	i. Uganda Certificate of Education (UCE) or its equivalent. ii. A Certificate in Front Office Management, Customer Care, Secretarial Studies or a related field from recognized institution.
	Other Requirements:	i. Good communication and interpersonal skills. ii. Good customer care skills. iii. Computer literacy. iv. Courtesy, integrity and confidentiality.
	Duties and Responsibilities:	a) Receive and direct patients, visitors and other clients. b) Provide information and guidance on hospital services. c) Receive and direct telephone calls and enquiries. d) Maintain records of visitors and enquiries. e) Handle correspondence and messages appropriately. f) Attend to clients courteously and professionally. g) Maintain a clean and orderly reception area. Perform any other duties assigned by the supervisor.

UGANDA VIRUS RESEARCH INSTITUTE (UVRI)		
1.	**Post:**	**Deputy Director**
	Reference:	**HRM 72/173/26 – UBTS**
	Salary Scale:	**U1SE**
	Reports to:	**Director**
	Qualifications:	i. Bachelor of Science Degree in either Microbiology or Virology or Biomedical Sciences or Medical Laboratory Sciences or Biochemistry or Molecular Biology or Public Health or Epidemiology or Environmental Health Science or Medicine and Bachelor of Surgery (MBChB) or Biotechnology or Zoology or Laboratory Technology Science or Pharmacy from a recognized University. ii. Masters of Science in either Virology or Microbiology or Immunology, Molecular Biology or Molecular Medicine or Infectious Diseases or Public Health (MPH) or Epidemiology or Global Health or Field Epidemiology or Health Services Management or Health Policy and Planning or Bioinformatics or One Health Tropical Medicine or Clinical Research from a recognized University or Institution. iii. PhD either Virology or Microbiology or Immunology or Molecular Biology or Molecular Biology or Molecular Medicine or Infectious Diseases or Public Health (MPH) or Epidemiology or Global Health or Health Services Management or Health Policy and Planning or Bio-informatics or One Health Tropical Medicine or Clinical Research from a recognized University or Institution
	Experience	Twelve (12) years' working experience in health research, three (3) of which have been served at Assistant Director level or an equivalent from Government or reputable Organisation
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	a) Coordinating the development and implementation of the Institute's strategic plans, policies, and programs. b) Providing technical guidance into national health research policies, particularly in virology, epidemiology, and disease control. c) Represent the Institute in high-level national and international engagements when delegated. d) Coordinating the planning, implementation, and evaluation of research programs in virology, infectious diseases, and emerging health threats. e) Promoting innovation, interdisciplinary research, and knowledge translation into policy and practice. f) Establishing systems for monitoring and evaluating research and operational performance. g) Establishing and maintaining collaborative linkages with local and international research institutions, universities, and development partners. h) Providing technical support and guidance on grant acquisition efforts and supervising implementation of funded projects. i) Providing technical support and guidance on recruitment and retention of high-quality research and administrative staff. j) Identifying institutional risks and implementing mitigation strategies