



Management and Development for Health (MDH) is a non-profit, non-governmental organization whose primary aim is to contribute to address public health priorities of the people of Tanzania and the world at large. These priorities include: communicable diseases such as HIV/AIDS, Tuberculosis and Malaria; Reproductive, Maternal, New-born and Child health (RMNCH); Nutrition; Non-Communicable Diseases of public health significance; as well as Health System Strengthening. MDH strongly believes in and works in partnership with various local and global institutions, Ministry of Health (MoH); President's Office Regional Authorities and Local Government (PORALG); donor agencies; academic and non-academic institutions; implementing partners; civil society, community-based and faith-based organizations and others. MDH seeks to recruit qualified individuals to fill the following vacancies.

1. Job Title: Community Prevention and HTS Officer. (1 Post)

Reporting to: District Community Services Manager

Location: Tabora

Job Summary:

The Community Prevention and HTS Officer (CPHO) works with and supports the MDH District Community Services Manager to ensure efficient implementation, M&E, and reporting of community HIV related services as part of comprehensive HIV prevention services in supported councils/region. She/he is responsible for the field implementation, coordination, and reporting of all community services initiatives in her/his respective council(s) under the guidance of the District Community Services manager and in collaboration with other MDH staff and relevant regional, council and health facility staff. She/he will be responsible to ensure that MDH supported health facilities meet national and PEPFAR standards for provision of KVP friendly services targeting Key and Vulnerable Population (KVP) to foster their continuity in treatment.

Duties and Responsibilities:

1. Support implementation, monitoring, evaluation (M&E) and reporting of community services program and services in line with project work-plan and national guidelines
2. Provision of HIV testing services targeting KVPs and at-risk populations through Mobile testing, Social Network Testing, Index Testing and other targeted testing modalities.
3. Provision of Prevention Services including Pre-Exposure Prophylaxis (PrEP) to high risk individuals, Condom promotion and distribution, Social Behavioral Change Communication (SBCC) activities, Sexual Transmitted Infections (STIs) screening and management and other basic prevention service package.
4. Conduct routine mapping/ re-mapping of hotspots /unreached areas for HIV testing, prevention and KVP services focusing on age and sex specific population such as 15-25-year old and men as per national and PEPFAR guidelines
5. Oversee successful implementation of linkage and referral systems between communities and facilities for HTS and prevention services, including PrEP, and condom provision, integrated health services with HTS, STI/TB screening, GBV prevention & referral for survivor care and others.
6. Identify skills and knowledge gaps and support capacity building of Health Care Providers (HCPs) in community program/ services through training, mentorship, supervision, CMEs and other modalities and ensure adequate documented follow up
7. To support engagement and supervision of community outreach volunteers (COVs) and HCPs and other stakeholders in the provision of community HTS, HIV prevention and KVP program and services.
8. Support development of the annual Community program work plan and ensures community services targets achieved by 100%.
9. Work with the M&E team to support M&E of Community program services incl. ensuring availability of M&E tools, proper/timely documentation and reporting of community services and data quality activities
10. Lead efforts to verify and assure fidelity, adherence to SOPs as well as quality of services and data on the Community services program through supervision, data quality assessment, chart/ register review, spot check, other approaches
11. To support the Community Services Manager in writing technical program documents including, quarterly/annual reports, best practices, lessons learned and other relevant documents
12. To support dissemination of MDHs' Community services program outcomes via abstracts, posters, manuscripts, policy briefs and presentations.
13. Promote a culture of high performance, commitment, frequent monitoring, and accountability towards outcomes at an individual level and collectively as a team at the council/regional/ MDH unit level
14. To support and advise Community Services Manager on all community program issues and perform other relevant duties as assigned by the Community Services Manager.

Requirements, Education, work experience and skills:

1. Bachelor degree in Medicine, Nursing or other related health field.

2. Master's degree in a health-related field is an added advantage.
3. At least three (3) years of experience working on PEPFAR HIV/AIDS Programs.
4. Demonstrable competencies in HIV prevention programming, services and research.
5. Experience working with R/CHMTs, HFs and HCPs on health programs and services.
6. Fluent in both written and oral English and Swahili languages.

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2. Job Title: IT Officer Cum Software Developer (1 Post)

Reporting to: Regional Data & ICT Manager

Location: Kagera

Job Summary:

IT officer Cum Software Developer will be responsible to study existing systems and procedures and develop software applications to automate various MDH programmatic and operations activities. She/He will design and develop software applications based on technical solutions and evolving MDH software requirements.

Duties and Responsibilities:

1. To participate in development of the new mobile application system that require integration of many interrelated systems and program elements.
2. To assist in the designing, coding and debugging desktop, web-based and mobile applications in various software languages.
3. To organize and perform unit and integrated testing, designing and utilizing test bases; assists users in acceptance testing.
4. To assist in the preparation of technical and user documentation, as well as in the production of training materials.
5. To provide technical support on troubleshooting and resolving routine software application problem and to install application systems software and hardware according to specifications.
6. To provide support on mobile software development matters, including security, data integrity and recovery; to assist with needs assessment for new systems (including modifications to existing systems); to perform ongoing reviews with users and developers and respond to requirements; requests, implements, provide operational support and maintain various applications.
7. To evaluate and perform improvements to support user friendly interfaces and usability to promote users understand and interactions with systems.

8. To assess software mobile applications to determine effective use of functionality and upgrade requirements.
9. To perform periodic and scheduled backups of application systems, testing and updating contingency measures in accordance with the MDH's ICT policy.
10. To evaluate new mobile technologies and new products and suggesting the improvements to support various organisation business process.
11. To support in data visualization and data analytics (Business Intelligence) initiatives.
12. To perform any other related duties as may be assigned by the Supervisor.

Requirements, Education, work experience and skills:

1. A minimum first degree in Software Engineering, Computer Science, Computer Engineering, Telecommunication, Information System or equivalent is a requirement.
2. A minimum of 3 years' experience in working at Android mobile applications development.
3. Java (Mandatory), Kotlin, Swift, Knowledge of development frameworks such as Android SDK, React Native, Flutter and Laravel. Soft skills including UX design, Agile methodologies.
4. Working knowledge of back-end computing like database management and API integrations. The candidate should be able to demonstrate the capability in SQL language and Web REST API communications.
5. Working knowledge in using Git for source code management, Android Studio and Visual Studio Code for mobile application developments.
6. Extended knowledge in relational database managements such as MySQL, PostgreSQL and MS SQL Server.
7. Problem solving skills and ability to thing algorithmically
8. Familiarity with database design, documentation and coding.
9. Ability to learn new languages and technologies, resourcefulness and troubleshooting aptitude.
10. Ability to communicate fluently in both English and Kiswahili
11. Ability to work both individually and as part of a team with minimum supervision.

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3. Job Title: Officer-Voluntary Medical Male Circumcision (VMMC) (2 Posts)

Reports to: Regional VMMC Manager

Location: Kagera

Job Summary:

The Voluntary Medical Male Circumcision (VMMC) officer will be working with and supports the Project Manager-VMMC to ensure efficient implementation, M&E, and reporting of VMMC services as part of comprehensive HIV prevention services in supported councils/region. She/he is responsible for the field implementation, coordination, quality assurance and reporting of all VMMC initiatives in her/his respective council(s) under the guidance of the VMMC manager and in collaboration with other MDH staff and relevant regional, council and health facility staff.

Duties and Responsibilities

1. Support implementation, quality assurance, monitoring, evaluation (M&E) and reporting of VMMC program and services in line with project work-plan and national guidelines
2. Conduct VMMC/EIMC age specific demand creation activities in-line with the human centered design (HCD) approach in collaboration with the local government authorities (LGAs), community structures, local media, and other key stakeholders.
3. Conduct routine mapping/ re-mapping of underserved areas with low MC coverage focussing on age specific population as per national and PEPFAR guidelines.
4. Ensure effective integration of targeted HIV testing and other relevant prevention services in all VMMC services as appropriate.
5. Support quality improvement and quality assurance activities including prevention, timely reporting and effective management of adverse events (AEs) in line with the national guidelines.
6. Work with R/CHMTs to ensure efficient supply chain management of VMMC commodities for his council(s) including timely quantification/forecasting, ordering, stock management and consumption reporting using the national supply chain system.
7. Identify skills and knowledge gaps and support capacity building of Health Care Providers (HCPs) in VMMC program/ services through training, mentorship, supervision, CMEs, and other modalities and ensure adequate documented follow up.
8. Support development of the annual VMMC work plan and ensures VMMC targets achieved 100%.
9. Collaborate with and engage LGAs in the VMMC program from planning to implementation for VMMC sustainability services overtime.
10. Work with the M&E team to support M&E of VMMC services incl. ensuring availability of M&E tools, proper/timely documentation and reporting of VMMC services and data quality activities
11. Lead efforts to verify and assure fidelity, adherence to SOPs as well as quality of services and data on the VMMC program through supervision, data quality assessment, chart/ register review, spot check, other approaches.
12. To support the VMMC Manager in writing technical program documents including, quarterly/annual reports, best practices, lessons learned and other relevant documents
13. To support dissemination of MDHs' VMMC program outcomes via abstracts, posters, manuscripts, policy briefs and presentations.
14. Promote a culture of high performance, commitment, frequent monitoring, and accountability towards outcomes at an individual level and collectively as a team at the council/regional/ MDH unit level.

15. To support and advise VMMC Manager on all medical male circumcision issues and perform other relevant duties as assigned by the VMMC Manager.

Requirements: Education, Work experience and Skills

1. Bachelor's degree in Medicine, Nursing, Public Health or any related field. Master's degree in any Health field is an added advantage.
2. Technical expertise of at least 2 years in VMMC service delivery
3. A strong understanding of barriers and facilitators of VMMC services
4. Ability to supervise and mentor health service providers Knowledge in quality improvement initiatives in VMMC
5. Excellent team building and communication skills.
6. Ability to work independently with minimum supervision

Good in both oral and written English and Kiswahili.

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4. Position: Officer AHD/NCD/IVD (1 Post)

Reports to: Regional Manager AHD/NCD/IVD

Location: Kagera

Job Summary:

The **Officer-AHD/NCD/IVD** will be working with and supports the Regional Manager-AHD/NCD/IVD to ensure efficient implementation, M&E, and reporting of Advanced HIV Disease (AHD), Non-Communicable Disease (NCD) and Immunization & Vaccine Development (IVD) services as part of comprehensive HIV prevention services in supported councils/region. She/he is responsible for the field implementation, coordination, quality assurance and reporting of all AHD, NCD and IVD initiatives in her/his respective council(s) under the guidance of the VMMC manager and in collaboration with other MDH staff and relevant regional, council and health facility staff.

Duties and Responsibilities

1. Support implementation, quality assurance, monitoring, evaluation (M&E) and reporting of AHD, NCD and IVD program and services in line with project work-plan and national guidelines
2. To implement initiatives and services to enhance uptake of Enhanced adherence counselling (EAC) cascade among High Viral Load clients, AHD screening and treatment, Hypertension integration in HIV care, and COVID19 vaccine (and other vaccines) integration in routine immunization.
3. Work with R/CHMTs to ensure efficient supply chain management of AHD/NCD/IVD supplies and commodities for his council(s) including timely quantification/forecasting, ordering, stock management and consumption reporting using the national supply chain system

4. Conduct quarterly quality assurance and monitor adherence to National Advanced HIV disease and EAC cascades, non-communicable services integration and Immunization and Vaccination guidelines.
5. Ensure high quality AHD/NCD/IVD programs through regular monitoring, provision of clinical oversight and data driven facility visits.
6. Identify skills and knowledge gaps and support capacity building of Health Care Providers (HCPs) in AHD/NCD/IVD program/ services through training, mentorship, supervision, CMEs, and other modalities and ensure adequate documented follow up.
7. Support development of the annual AHD/NCD/IVD work plan and ensures targets are achieved 100%.
8. Work with the M&E team to support M&E of AHD/NCD/IVD services incl. ensuring availability of M&E tools, proper/timely documentation and reporting of the services and data quality activities
9. Lead efforts to verify and assure fidelity, adherence to SOPs as well as quality of services and data on the VMMC program through supervision, data quality assessment, chart/ register review, spot check, other approaches
10. To support the AHD/NCD/IVD Manager in writing technical program documents including, quarterly/annual reports, best practices, lessons learned and other relevant documents
11. To support dissemination of MDHs' AHD/NCD/IVD program outcomes via abstracts, posters, manuscripts, policy briefs and presentations.
12. Promote a culture of high performance, commitment, frequent monitoring, and accountability towards outcomes at an individual level and collectively as a team at the council/regional/ MDH unit level
13. To support and advise AHD/NCD/IVD Manager on all AHD/NCD/IVD issues and perform other relevant duties as assigned by the AHD/NCD/IVD Manager

Requirements: Education, Work experience and Skills

1. Bachelor's degree in Medical doctor (MD) with a Master's degree in Public Health with a minimum of 3 years of experience in HIV and AIDS projects,
2. Experience working in Advanced HIV Disease and integrated HIV and NCD program is an added advantage.
3. Solid technical knowledge of Advanced HIV Diseases (including Tuberculosis, Cryptococcal meningitis, Bacterial meningitis and toxoplasmosis), EAC cascade and management of High viral load clients, Non-communicable diseases and their risk factors, particularly hypertension, diabetes and/or cardiovascular disease AND immunization and vaccination activities including COVID 19 and Human Papilloma Virus (HPV) vaccines.
4. Ability to adapt and work under various working conditions.

5. Strong organizational and management skills, e.g., setting priorities and completing tasks on time and on budget.
6. Demonstrable experience working with a variety of organizations and stakeholders, including experience collaborating with MOH.
7. Commitment to increasing the profile of AHD, EAC and HIV drug resistance testing, NCDs and IVD as a fundamental part of integration in HIV/TB programs.
8. Excellent written and verbal communication skills in English, with strong writing and presentation skills
9. Demonstrated self-starter (i.e., motivation, dealing with pressure, adaptability)

Computer skills e.g., word, power point and excel with data collection, processing and analysis.

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