

POSITION DESCRIPTION

SEPTEMBER 2023

Employer:	Adara Development (Uganda)
Location:	Based at Kiwoko Hospital with frequent travel to Nakaseke, Luwero, and Nakasongola Districts
Employment status:	Full time
Reports to:	H2H Community Midwife
Direct reports:	None

OVERALL JOB GOAL

Reporting to the H2H Community Midwife, the Community Midwife will support the home follow-up component of the Hospital to Home (H2H) programme - providing support, care, and advice to families during the first six months following discharge from the Kiwoko Hospital (KH) Neonatal Intensive Care Unit (NICU). The Community Midwife will participate in training sessions for the VHTs, provide supportive supervision, conduct home visits alongside VHTs for high-risk cases, and provide continuous training and development at monthly VHT meetings. The role also includes administrative duties, including programme planning, reporting and evaluation. The role requires a passion for providing support to newborns and families during the postpartum period, excellent management and clinical skills, an aptitude for motivating a team, team, participate in community dialogue and the ability to assist the M&E team in the collection of programme data.

KEY RESPONSIBILITIES

Assist the H2H Community Midwife with:

- Sensitization of key stakeholders, including the District Health Offices to the H2H programme
- Participate in organizing and providing continuous training for Chief and community VHTs
- Support the onboarding process for new VHTs
- Assist with scheduling of follow-up visits for babies discharged from the newborn unit
- Provide supervision and mentoring to the Chief VHTs and VHTs
- Join VHTs for challenging in-home visits
- Collect monthly data from the VHTs and assist the M&E team with any data collection needs
- Attend regular H2H meetings, providing feedback and assisting in further programme development

COMPETENCIES (INCLUDING QUALIFICATIONS AND EXPERIENCE)

- Minimum of a Diploma in Nursing or Midwifery, or Comprehensive Nursing
- Knowledge of public health, newborn health and community midwifery and relevant professional experience
- Fluency in Luganda and in spoken and written English to the tertiary level
- Able to effectively engage with the local community, including children
- Willingness to travel and work in hard-to-reach areas, including travel to villages around Nakaseke, Luwero and Nakasongola districts. Preference will be given to applicants with established relationships and in-depth knowledge of these communities
- Computer literacy and excellent documentation skills are a must
- Highly developed cultural awareness and ability to work well in an international environment with people from diverse backgrounds and cultures

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- Experience managing and motivating a team
 - Strong communication skills including clear style of giving instructions
 - Strong interpersonal and counselling skills
 - Excellent time management and planning capacity
 - Strong organisational, administrative and project management skills
 - Accountability, integrity and trust

KEY CONTACTS

- **Internal Contacts**
 - Uganda Country Director
 - H2H Community Midwife
 - All Adara Development Uganda staff
 - Clinical Support Manager
 - Director of Impact and Best Practice
- **External Contacts**
 - District Health Educators
 - Chief VHTs
 - H2H VHTs
 - Kiwoko Hospital staff
 - Patients and their families
 - Communities and people in which we serve

Adara Development (Uganda) is a child safe organisation.

WE, THE ADARA FAMILY, UPHOLD THESE VALUES AT ALL TIMES...

COMPASSION

- Our reason to be is to provide support to vulnerable women, children and their communities living in extreme poverty
- We believe everyone has a right to health and education services no matter where they live

TEAM WORK

- We work as a team and we support each other
- We are open, honest and kind
- Failure and mistakes are OK – this is how we learn and grow
- We make Adara a happy and productive place to work

MUTUAL RESPECT

- We listen to other people's point of view
- We celebrate and promote diversity
- We abhor discrimination in any form

INTEGRITY AND EXCELLENCE

- We act with deep respect, integrity and humility
- We strive to be fair to everyone on the team
- We work to a standard of excellence

PASSION

- We work hard
- We laugh and we have fun
- We are optimistic and positive
- We don't count hours: we measure outcomes

UNCONVENTIONALITY

- We think outside the box
- We are not afraid to be different