

MATERNAL HEALTH TECHNICAL OFFICER (UGANDA)



POSITION DESCRIPTION

DATE APPROVED: JUNE 2025

Employer:	Adara Development
Location:	Uganda
Employment status:	Full time
Reports to:	Maternal Health Manager
Direct reports:	N/A

OVERALL JOB GOALS

The overall goal of this position is to improve the quality and outcomes of maternal health services in Adara-supported facilities by strengthening the capacity of health workers and health systems to deliver respectful, timely and skilled care across the continuum of pregnancy, childbirth, and the postpartum period. The Maternal Health Technical Officer will support the implementation of evidence-based interventions aligned with Uganda's national RMNCAH priorities, focusing on antenatal, intrapartum, and postnatal care. Through technical mentorship, systems support and collaborative engagement with health facilities, district health teams and the Ministry of Health, this role aims to reduce preventable maternal deaths and improve the overall experience of care for women in Adara-supported districts.

KEY RESPONSIBILITIES

- **Capacity Building and Clinical Mentorship**
 - Support in the design and delivery of a structured training and mentorship programme focused on antenatal, intrapartum, and postnatal care in line with MOH guidelines and Adara priorities.
 - Support health workers to apply learned competencies through clinical mentorship, bedside coaching, and case reviews.
 - Identify gaps in knowledge and performance; plan and deliver targeted continuing medical education sessions across supported facilities.
 - Contribute to the development and review of maternal health training materials, protocols and job aids.
 - Support cross-facility learning through peer exchange and exposure visits where relevant.
 - This will not be a direct patient care role
- **Health Systems Strengthening and Quality Improvement**
 - Support facility teams to implement and sustain maternal care standards and continuous quality improvement cycles.
 - Participate in supportive supervision visits, data use, and follow-up actions to address gaps.
 - Support facilities to strengthen referral pathways, documentation and use of maternal and newborn care tools and protocols.
 - Contribute to the adaptation of AdaraNewborn model to align with evolving national priorities, where necessary.
- **Monitoring, Learning and Technical Contribution**
 - Document key lessons, case studies and emerging insights to strengthen programme learning and adaptation.
 - Support facility teams in capturing high-quality maternal and newborn health data at point of service using appropriate registers and tools.

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- Collaborate with the RMEL team to document programme results, track key indicators, and generate actionable insights.
 - Promote use of maternal and newborn health data at facility and district-level for decision-making, clinical audit and quality improvement.
 - **Stakeholder Engagement and Representation**
 - Actively participate in the National Maternal Technical Working Group and other key forums.
 - Liaise with the facility and district authorities to secure approvals, alignment, and support for Adara's work.
 - Represent Adara at partner meetings, learning platforms, and conferences, advocating for best practices in maternal and newborn health.
 - Foster positive relationships with facility leadership, local partners, and communities.
 - Carry out any other duties as may be assigned by the Maternal Health Manager or Adara leadership, in line with the scope of the role.

COMPETENCIES, QUALIFICATIONS AND EXPERIENCE

- Tertiary qualification in relevant discipline (e.g. Nursing, Midwifery, Medicine, Public Health)
- Minimum 5 years of clinical experience in maternal health, including antenatal, intrapartum and postnatal care.
- Demonstrated experience in health worker training and mentorship.
- Knowledge of Uganda's national maternal and newborn health strategies and guidelines.
- Capacity to develop strong and trusting relationships with a diverse group of people
- Excellent written and verbal communication skills (Luganda and English)
- Ability to self-manage workload and meet all deadlines
- Ability to approach all work and relationships with respect, accountability and teamwork
- Demonstrated strong organisational, administrative and project management skills
- Willingness to travel frequently across districts and spend extended time in field locations.

KEY CONTACTS

- **Internal Contacts**
 - Adara Uganda team
 - Kiwoko Hospital teams
 - Global team staff (Australia)
- **External Contacts**
 - Health facility staff and leadership
 - Communities and people we serve
 - Government officials from local to national level
 - Programme partners