

# NEWBORN HEALTH TECHNICAL OFFICER (UGANDA)



## POSITION DESCRIPTION

DATE APPROVED: JUNE 2025

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

## OVERALL JOB GOAL

The overall goal of this position is to contribute to the improvement of the quality, accessibility and continuity of newborn services in Uganda by providing technical expertise, building health worker capacity and strengthening systems of care in line with national priorities. The Newborn Health Technical Officer will support the implementation of high-impact, evidence-based interventions in newborn care, working closely with health facilities, district health teams and the Ministry of Health. This role will help bridge gaps in service delivery with the ultimate goal of reducing neonatal morbidity and mortality in Adara-supported facilities and beyond. Overall representation of Adara Development and principles such as accountability, professionalism, teamwork and respect are crucial.

## KEY RESPONSIBILITIES

- **Capacity Building and Clinical Mentorship**
  - Conduct comprehensive facility-based and community newborn training based on national and Adara protocols.
  - Assess facility and staff needs and develop tailored training and mentorship plans.
  - Deliver coaching and bedside mentorship to strengthen care for sick, small, and healthy newborns.
  - Support in coordination of exchange and exposure learning visits, for example to Kiwoko Hospital Neonatal Care Unit, for targeted skill-building.
  - Provide technical input into programme design, training materials and reporting.
  - Monitor training outcomes through pre/post assessments and provide continuous learning support.
  - Identify knowledge and performance gaps; plan and deliver targeted continuing medical education sessions across supported facilities.
  - This role will not include direct patient care assignments
- **Health Systems Strengthening and Quality Improvement**
  - Support facility teams to implement and sustain newborn 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 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 and report on activities, progress and lessons learned.

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- Support facility teams in capturing high-quality newborn care data at point of service using appropriate registers and tools.
  - Collaborate with the RMEL team to document programme results, track key indicators, and generate actionable insights.
  - Promote use of newborn data at facility and district-level for decision-making, clinical audit and quality improvement.
  - Collaborate with the RMEL and Global teams to generate evidence and adapt interventions based on data.
- **Stakeholder Engagement and Representation**
    - Actively participate in the National Newborn 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 Newborn Health Manager or Adara leadership, in line with the scope of the role.

## COMPETENCIES (INCLUDING QUALIFICATIONS AND EXPERIENCE)

- Tertiary qualification in relevant discipline (e.g. Nursing, Midwifery, Medicine, Public Health)
- Minimum 5 years of clinical experience in neonatal care, including working in a Neonatal Care Unit.
- Demonstrated experience delivering newborn health training and mentorship.
- Knowledge of Uganda's national newborn and maternal health strategies and guidelines.
- Excellent written and verbal communication skills (Lugandan and English)
- Ability to approach all work and relationships with respect, accountability and teamwork
- Demonstrated strong organisational, administrative and project management skills
- Accountability and the ability to self-manage workload and meet all deadlines
- Comfortable working in rural settings and travelling to different villages and districts
- Ability to spend up to multiple weeks at a time at a training location

## 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