



Jhpiego is an international non-profit health organization affiliated with Johns Hopkins University. For more than 50 years now, Jhpiego has empowered front-line health workers by designing and implementing effective, low-cost, hands-on solutions to strengthen the delivery of health care services for women and their families.

The United States Agency for International Development (USAID) has awarded a voluntary medical male circumcision (VMMC) activity to the 'Reaching Impact, Saturation and Epidemic Control' (RISE) Project in Tanzania. RISE will support Iringa, Morogoro, Njombe, Singida and Tabora regions working collaboratively with the President's Office Regional Administration and Local Government (PORALG), Ministry of Health (MOH) and Ministry of Community Development, Gender, Women and Special Groups (MOCDGWSG) through Regional and Council Health Management Teams (R/CHMTs).

---

## **1. Chief of Party [One position based in Dar es salaam]**

### **Position Overview:**

The Chief of Party provides overall management of the project. S/he is responsible for strategic, programmatic, technical, and financial direction working closely with Jhpiego Tanzania Country Director. The PD leads activity budget planning, design, staff oversight, implementation and reporting. S/he ensures resources necessary to execute project activities are available and applied appropriately to achieve quality, timely, sustainable results. The COP is the project management point of contact within and outside Jhpiego with accountability for the contract.

### **Qualifications and Requirements:**

- Master's degree in public health, project management or business administration.
- At least 9 to 10 years of progressive responsibility and relevant project management experience, including planning, designing, budgeting, supervising, evaluating and documenting results.
- At least 10 years' programming and technical experience in large combination HIV prevention, treatment and care interventions in Tanzania or Sub-Saharan Africa.
- Excellent interpersonal and supervisory skills, inspiring teamwork and motivating staff, consultants, volunteers and implementing partners to achieve results.
- Demonstrated experience maintaining donor and partner relations.
- Experience in sub-award management and capacity building of civil society organizations and local government authorities.
- Experience developing strategic and tactical plans in cooperation with others who represent a wide range of interests and needs.
- Ability to work in a complex environment with multiple tasks, short deadlines and intense pressure to perform.
- Strong change management, results-oriented and decision-making skills.

## **2. Supply Chain Specialist [One position based in Dar es salaam ]**

### **Position Overview:**

The Supply Chain Specialist provides dedicated procurement and logistical support to the project team and partners. S/he leads stocktaking in project warehouses in Morogoro and Tabora regions, forecasting and quantifying medical and nonmedical supplies and equipment needed, and coordinates procurement requests and distribution. The Supply Chain Specialist monitors stock movement and forewarns regions about overstocked, out-of-stock and expiring products. S/he is the supplies and procurement point of contact within and outside Jhpiego with accountability for the project's warehouse inventory.

**Qualifications and Requirements:**

- Degree in a field relevant to procurement and supplies, warehouse, stores, inventory, supply chain management or extensive hands-on supply chain management experience.
- At least 7-8 years of experience supporting combination HIV prevention activities incorporating facility and community interventions. Experience with VMMC is desirable.
- Five years of experience or more managing procurement in donor-funded programs.
- Experience working with facility-based health services delivery teams is desirable.
- Field oriented and comfortable working with R/CHMTs, District and Facility Pharmacists, inspiring teamwork and motivating colleagues to embrace good inventory management practices.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Strong change management, results-oriented and decision-making skills.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.

**3. Zonal Program Manager [Two positions based in Morogoro and Tabora]**

**Position Overview:**

The Zonal Program Manager (RPM) oversees assigned project regions. S/he guides regional teams, mediates with the senior regional administration and local government (RALG) officials, facilitates engagement at all levels of RALG and promotes partnership and mentorship to create a conducive and responsive work environment. The ZPM serves as the backstop for his/her regional teams and connects resources across the team to make good decisions. S/he is the regional point of contact within and outside Jhpiego, accountable for reaching project targets.

**Qualifications and Requirements:**

- Degree in a health-related field, especially public health and/or project management, business administration or extensive hands-on project management experience.
- At least 7-8 years of experience leading combination HIV prevention activities incorporating facility and community interventions. Experience with VMMC is desirable.
- Five years of experience or more managing multi-region donor-funded health programs.
- Experience working with the facility- and community-based health services delivery teams is desirable.
- Field oriented and comfortable working with multi-disciplinary teams, inspiring teamwork and motivating colleagues to embrace data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Strong change management, results-oriented and decision-making skills.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.

**4. Continuous Quality Improvement (CQI) Advisor [One position located in one of the 5 regions]**

**Position Overview:**

The CQI Advisor provides overall CQI direction and mentorship to the project team and partners. S/he disseminates the latest biomedical guidance to guarantee the safety, quality and integrity of VMMC services through structured mentorship and supports tailored interventions for course correction. The CQI Advisor coordinates with the National AIDS Control Program (NACP) VMMC focal person to ensure quality assurance/quality improvement (QA/QI) and

training activities are congruent. S/he serves as the CQI point of contact within and outside Jhpiego, accountable for executing the project's structured mentorship master plan.

**Qualifications and Requirements:**

- Degree in Medicine, nursing or other health-related fields, especially public health or extensive hands-on experience managing quality assurance and quality improvement.
- At least 6-7 years of experience implementing quality assurance and quality improvement, particularly in combination with HIV prevention. Experience with VMMC is desirable.
- Five years of experience managing quality measures in donor-funded programs.
- Experience working with work and quality improvement teams is desirable.
- Field oriented and comfortable working with RMOs, DMOs, RHMTs and CHMTs, multi-disciplinary colleagues, inspiring teamwork and data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Ability and willingness to travel up to 40% time.

**5. Social and Behavior Change (SBCC) Advisor [One position located in one of the 5 regions ]**

**Position Overview:**

The SBCC Advisor provides overall SBCC direction and mentorship to the project team and partners. S/he supports the mapping of communities to localize strategies and helps to refine interventions for specific age groups with a focus on reaching adolescent boys and men ages 15-29 years old. The SBCC Advisor promotes best practices, leverages community intelligence and utilizes available resources to integrate effective age- and population-specific interventions. S/he serves as the SBCC point of contact within and outside Jhpiego, accountable for executing the project's demand creation strategic plan.

**Qualifications and Requirements:**

- Degree or equivalent experience in a field relevant to community engagement and demand creation, including communication, marketing, community development and health promotion.
- At least 6-7 years of experience implementing SBCC or demand creation interventions, particularly in combination with HIV prevention. Experience with VMMC is desirable.
- Five years of experience managing SBCC work in donor-funded health programs.
- Experience working with a large community-based demand creation team using targeted interpersonal communication and other person-centred approaches.
- Field oriented and comfortable working with Community Health Workers, CSOs and local leaders and influencers, inspiring teamwork and using data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Strong change management, results-oriented and decision-making skills.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Ability and willingness to travel up to 40% time.

**6. Monitoring, Evaluation and Learning (MEL) Advisor [One position located in one of the 5 regions ]**

**Position Overview:**

The MEL Advisor provides overall MEL direction and mentorship to the project team and partners. S/he supports the collection, analysis, and reporting of key performance indicators (KPIs) required by Jhpiego, MOH, USAID and PEPFAR,

ensures data are verified and discrepancies resolved, and data entered in MOH and PEPFAR databases within stipulated timelines. The MEL Advisor champions data competency, visualization and use for decision-making. S/he serves as MEL point of contact within and outside Jhpiego, accountable for executing the project's performance monitoring plan (PMP).

**Qualifications and Requirements:**

- Degree or equivalent experience in the information or data science, biostatistics, health informatics, digital health, MEL, research, action learning or evidence-based practice.
- At least 6-7 years of experience implementing monitoring, evaluation, research, and data analysis activities, particularly HIV prevention. Experience with VMMC is desirable.
- 5 years of experience managing M&E activities in donor-funded programs.
- Experience using DHIS2 and DATIM databases. Knowledge of other data management, analysis and visualization applications such as Microsoft Power Bi is desirable.
- Field oriented and comfortable using data with RHMTs, CHMTs, and CSOs, inspiring teamwork and motivating colleagues and partners to embrace data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Demonstrated self-management (e.g. motivation, dealing with pressure, adaptability, diplomacy).
- Competency using MS Office (email, Word, Excel, PowerPoint).
- Ability and willingness to travel up to 40% time.

**7. Regional Technical Officer, Community Engagement and Partnership [Five positions based in Iringa, Morogoro, Njombe, Singida and Tabora]**

**Position Overview:**

The Regional Technical Officer – Community Engagement (RTO-CE) leads partnership activities to promote community participation in their respective regions. S/he supports the vision of accessible and responsive VMMC services for all adults who need them, ensuring that it is clearly understood and implemented at the council and sub-district level. RTO-CE builds partnerships to embed VMMC in local social and behaviour change communication (SBCC) activities involving civil society organizations (CSOs) and other implementing partners. S/he is the regional community point of contact within and outside Jhpiego with accountability for the project's region-based multisectoral coordination plan.

**Qualifications and Requirements:**

- Bachelor's degree or higher in an area of direct relevance to community engagement and demand creation, including communication, marketing, community development and health promotion or extensive hands-on community engagement and partnership experience.
- At least 5 years of experience implementing SBCC or demand creation interventions, particularly in combination with HIV prevention. Experience with VMMC is desirable.
- At least 3 years of experience managing community activities, including supervising teams.
- Experience supporting large community-based demand creation teams (25+ persons) using a multisectoral approach involving community, health and education sectors.
- Field oriented and comfortable working, maintaining good relations and advocating with local government and CSO officials using data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Willingness to live in any region among Iringa, Morogoro, Njombe, Singida or Tabora regions and periodically relocate to support another region as required.

- Ability and willingness to travel up to 60% time.

## **8. Regional Technical Officer, Quality Improvement and Mentorship [Five positions based in Iringa, Morogoro, Njombe, Singida and Tabora]**

### **Position Overview:**

The Regional Technical Officer, Quality Improvement (RTO-QI) leads mentorship activities to promote quality improvement in VMMC service delivery in their respective regions. S/he ensures the vision of safety, quality and integrity in providing VMMC services to all adults who need them is understood and implemented among health care providers and managers. RTO-QI uses structured mentorship to embed VMMC safety, quality and integrity in routine R/CHMT quality improvement (QI) plans during supportive supervision visits. S/he is the region VMMC QI point of contact within and outside Jhpiego with accountability for the project's region-based QI plan.

### **Qualifications and Requirements:**

- Degree in Medicine, nursing or other health-related field and additional public health qualification or extensive hands-on quality improvement and mentorship experience.
- At least 5 years of experience implementing quality assurance and quality improvement, particularly in combination with HIV prevention. Experience with VMMC is desirable.
- At least 5 years of experience managing facility-based service delivery, including supervising teams.
- Experience working with health facility work and quality improvement teams.
- Field oriented and comfortable working, maintaining good relations and advocating with RMOs and DMOs, RHMTs and CHMTs using data-driven decision-making.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Demonstrated self-management (e.g. motivation, dealing with pressure, adaptability, diplomacy).
- Willingness to live in any region among Iringa, Morogoro, Njombe, Singida or Tabora regions and periodically relocate to support another region as required.
- Ability and willingness to travel up to 50% time.

## **9. Monitoring and Evaluation Assistants [Five positions based in Iringa, Morogoro, Njombe, Singida and Tabora]**

### **Position Overview:**

The Monitoring and Evaluation Assistant (MEA) provides data management, analysis and utilization support to the project team in the assigned region. S/he creates awareness of targets, supports data reporting through the national and donor data systems, monitors progress towards achieving targets and provides regular analysis to promote timely course correction using data for decision-making (D4D). The MEA supports data quality and verification measures implemented by R/CHMTs as part of their supportive supervision and continuously builds their capacity and use of D4D. The MEA serves as the Jhpiego regional M&E point of contact.

### **Qualifications and Requirements:**

- Degree or equivalent experience in the information or data science, biostatistics, health informatics, digital health, M&E, research, action learning or evidence-based practice.
- At least 5 years of experience implementing monitoring, evaluation, research, and data analysis activities, particularly HIV prevention. Experience with VMMC is desirable.
- Experience managing M&E activities in donor-funded programs is an added advantage.
- Experience using DHIS2 and DATIM databases, data collection using digital platforms (e.g. CommCare, ODK) and data visualization applications (e.g. MS Power Bi) preferred.

- Field oriented and comfortable using data with R/CHMTs, health care providers, and CSOs, inspiring teamwork and motivating colleagues and partners to embrace D4D.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Strong change management, results oriented and decision-making skills.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Ability and willingness to travel up to 50% time.

## **10. Program Assistant [Five positions based in Iringa, Morogoro, Njombe, Singida and Tabora]**

### **Position Overview:**

The Program Assistant (PA) provides administrative, logistics, finance and office support to the project team in the assigned region. S/he manages the operations of the regional office and store or warehouse, working closely with the Jhpiego crosscutting team to ensure proper coordination in supporting smooth program implementation. This includes but is not limited to managing the issuance of commodities, stock and consumables, raising requisitions for procurement of supplies, preparing activity budgets and maintaining office and store premises in compliance with hygiene, safety and security standards. The PA serves as the Jhpiego regional office point of contact for operational requirements.

### **Qualifications and Requirements:**

- Diploma or higher qualification in business administration, office management, secretarial studies and storekeeping or extensive hands-on office or store operations experience.
- Good interpersonal communication skills. Good spoken English an added advantage.
- At least 3 years' office operations experience in a busy office environment.
- Experience working in Iringa, Morogoro, Njombe, Singida or Tabora regions is an added advantage.
- Demonstrated basic accounting skills with experience in petty cash management.
- Prior experience managing stores, including managing medical commodities and equipment.
- Experience working with USAID, MOH, PORALG, INGOs and CSOs desirable.
- Field-oriented and comfortable working with multi-disciplinary teams, contributing to teamwork and interacting with staff at all levels, including government officials.
- Demonstrated self-management (i.e. motivation, dealing with pressure, adaptability, diplomacy).
- Competency with MS Office (email, Internet, Word) and experience using digital tools.
- Willingness to live in Iringa, Morogoro, Njombe, Singida or Tabora regions.
- Ability and willingness to travel up to 25% time.

## **11. Community Cluster Facilitator [Sixteen positions to be based in the Districts of Iringa (3), Morogoro (3), Njombe (3), Singida (3) and Tabora (4)]**

### **Position Overview:**

The Community Cluster Facilitator (CCF) leads the implementation of community level activities working collaboratively with local leaders and influencers (LLIs) and volunteer community advocates (VCAs). S/he gains and uses detailed knowledge of the local community to deploy responsive strategies aimed at increasing VMMC acceptance, access and uptake through targeted interpersonal communication and settings-based activities. The CCF mentors VCAs and community health workers (CHWs) supporting VMMC activities. S/he serves as the local level point of contact within and outside Jhpiego with accountability for the VCA program.

### **Qualifications and Requirements:**

- Diploma or higher qualification in an area of direct relevance to community engagement and demand creation, including communication, marketing, community development and health promotion or extensive hands-on community-based health experience.

- At least 3-4 years of experience implementing SBCC or demand creation interventions, particularly in combination with HIV prevention. Experience with VMMC is desirable.
- Experience managing community activities, including supervision of volunteers.
- Experience supporting large community-based demand creation teams (25+ persons) using targeted interpersonal communication and other person-centred approaches.
- Field oriented and comfortable working with, maintaining good relations and influencing local government officials at district and sub-district levels.
- Demonstrated experience facilitating training and building the capacity of individuals and organizations.
- Excellent written and oral communication and presentation skills in Kiswahili and English.
- Demonstrated self-management (e.g. motivation, dealing with pressure, adaptability, diplomacy).
- Competency using MS Office (email, Word, Excel, PowerPoint).
- Ability and willingness to ride a motorcycle for work.
- Willingness to live in any district town in Iringa, Morogoro, Njombe, Singida or Tabora regions.
- Ability and willingness to travel up to 60% time.

## **12. Project Drivers [Ten positions to be based in Iringa (2), Morogoro (2), Njombe (2), Singida (2) and Tabora(2)]**

### **Position Overview:**

The Project Driver provides dedicated transport and logistics support to the project team. S/he will be assigned to operate and maintain the motor vehicle in good working condition and be available for approved activities to transport staff and property safely and on schedule. S/he will ensure compliance with USAID, JHU and Jhpiego motor vehicle operation and fuel card use policies and observe road safety requirements according to Tanzania Road Traffic Act and other driving directives. S/he serves as the Jhpiego point of contact for the VMMC team's transport requirements and coordinates with the Transport Office if alternative transport is necessary.

### **Qualifications and Requirements:**

- Valid class "C" driving license. Advanced Driver's Grade Two (VIP) certificate from the National Institute of Transport (NIT) is an added advantage.
- Basic knowledge of vehicle mechanics preferred.
- At least 5 years' driving experience. Experience working with INGO is desirable.
- Experience supporting large donor-funded health programs involving long and frequent travelling assignments. Experience working in VMMC activity desirable.
- Experience working in Iringa, Morogoro, Njombe, Singida or Tabora regions is an added advantage.
- Ability to communicate effectively in Kiswahili and English.
- Field-oriented and comfortable working with multi-disciplinary teams, contributing to teamwork and interacting with staff at all levels, including government officials.
- Strong change management, results oriented and decision-making skills.
- Demonstrated self-management (i.e. motivation, dealing with pressure, adaptability, diplomacy).
- Basic knowledge of MS Office (email, Internet, Word).
- Willingness to live in Iringa, Morogoro, Njombe, Singida or Tabora regions.
- Ability and willingness to travel up to 70% time.

**Jhpiego offers a competitive package for selected candidates in line with salary history, academic qualifications, and relevant experience.**

To apply, please indicate the position title of the position you are applying for in the subject line of your email. Applications should also include an up-to-date CV, three contactable professional references, and a cover letter. Applications, which do NOT include ALL of these elements, will NOT be considered.

All applications should be sent through email: [HRTZ@jhpiego.org](mailto:HRTZ@jhpiego.org) **Electronics applications are encouraged.** The subject on your application email should be the title of the position you are applying for so that we do not miss your application. Please note that only shortlisted candidates will be contacted. The closing date for applications is **Friday 10 June 2022 at 5:00 p.m**

**Jhpiego is an equal opportunity employer promoting gender, equity, and diversity. Persons with disabilities and other minority groups are encouraged to apply**

**Caution to the applicants:**

Some fake adverts online require candidates to apply through email addresses of public domains, e.g., Yahoo, Gmail, Hotmail, etc. Kindly note: [HRTZ@jhpiego.org](mailto:HRTZ@jhpiego.org) is the address to use all the time. Please ignore any of those adverts. We also DO NOT charge any application fee nor entertain any meetings or telephone calls. If shortlisted, you will get an official call from our office and receive the required steps. If you suspect any wrongdoing, please write to the Manager, Human Resource through [inquiries.tz@jhpiego.org](mailto:inquiries.tz@jhpiego.org)