



## **JOB ANNOUNCEMENT**

### **BACKGROUND:**

Amref Health Africa in Tanzania is a non-profit public health organization supporting the Government of Tanzania to address public health issues including maternal and child health, HIV, TB, Malaria and Nutrition in Tanzania since 1987. Amref Health Africa in Tanzania is funded by The U.S. President's Emergency Plan for AIDS Relief (PEPFAR) through CDC Tanzania, to execute a robust HIV care and treatment clinical cascade project aiming to accelerate the achievement of the current 95-95-95 goals and the HIV epidemic control in Tanzania. The project branded as Afya Kamilifu Project is implemented in Tanga and Zanzibar since October, 2018, Simiyu Region since 2020. From October 2020 this project will extend its operations to Mara Region covering facility based and community based HIV care and treatment services. Afya Kamilifu project works - in collaboration with and with guidance from the Tanzania Ministry of Health, Community Development, Gender, Elderly and Children, Zanzibar Ministry of health and President's Office Regions Authority and Local Government (PORALG). That said, Amref Health Africa -Tanzania is announcing the following vacancy to be filled soon:

- |                           |   |
|---------------------------|---|
| <b>1. Position Title:</b> | <b>VMMC Technical Advisor</b>           |
| <b>Reports to:</b>        | <b>Technical Director- DCP Services</b> |
| <b>Location:</b>          | <b>Dar es Salaam</b>                    |
| <b>Start Date:</b>        | <b>October 2021</b>                     |

### **Job Summary:**

The Voluntary Medical Male Circumcision (VMMC) Technical Advisor provides technical expertise in the scale up and implementation of quality and safe VMMC services in the supported regions. S/He serves as a member of the central technical team and effectively provides technical, strategic and operational leadership to develop and implement a preventive strategy for VMMC that decreases men's risk of acquiring HIV and increases VMMC coverage including at low coverage areas to reach saturation and achieve the greatest HIV prevention impact possible, with particular focus on reaching adult men and high-risk populations in supported regions. The VMMC Technical Advisor will organize VMMC activities through MOHCDGEC, PORALG, R/CHMTs and Afya Kamilifu regional staff and be responsible for advising and managing VMMC service delivery according to national guidelines at static and satellite health facilities, outreach, and mobile sites. S/He ensures all key deliverables in VMMC programming for Afya Kamilifu are attained at high performance levels.

### **Specific Duties and Responsibilities:**

- Provide strategic leadership and oversight in the development, planning and monitoring of program implementation to deliver comprehensive package of safe and

quality VMMC services that increase awareness, demand, and coverage of VMMC services among target age group at supported regions.

- Provide technical support to MoHCDGEC, PORALG and R/CHMTs including the development of guidelines, standard operating procedures (SOPs), protocols, and dissemination of packages for HIV prevention and VMMC capacity building and support.
- Provide technical support to project teams on implementation and monitoring of quality VMMC services across the supported sites
- Collaborate with MoHCDGEC to ensure operationalization of the National VMMC sustainability roadmap and document successes and challenges to inform further programming
- Support pilot of successfully models for VMMC program integration within the comprehensive facility and community HIV services platforms
- Develop work plans including strategies and smart objectives/activities for VMMC services integrating appropriate interventions including HIV prevention, care and treatment
- Provide technical expertise on surgical procedures and approaches, techniques and new technologies e.g. device driven circumcision, making the procedure safer, efficient and cost effective and in line with WHO and PEPFAR adopted National requirements and standards
- Support technical assistance and supervision of VMMC sites and ensure adherence to National guidelines and SOP's for implementing VMMC services
- Support strengthening/establishment of community-based demand creation, mobilization, linkages, referrals and interventions for HIV prevention and VMMC services.
- Conduct rapid assessment of safe medical circumcision health facility infrastructure, equipment, staffing, and training needs; develop and support site-specific action plans for scale up of VMMC static sites
- Lead in designing on approaches to scale up of VMMC coverage in districts and among un met populations
- Ensure compliance with national and international standards and best practices for program implementation and that all program activities are implemented in accordance with national guidelines and policy, protocols, SOPs, good clinical practices and ethical/regulatory requirements
- Work with strategic information team to design and implement a plan to monitor VMMC outputs per site and ensure targets allocated to each site/district are achieved.
- Lead in integration of QI processes to enhance quality VMMC services and minimize adverse events (AEs); support robust data collection of AEs.
- Develop and timely submit technical VMMC program progress reports and updates as scheduled on weekly, monthly, quarterly and annual basis.
- Lead preparation and documentation of program success stories, case studies and best practices for dissemination at relevant forums.
- Participate in National Technical Working Group for VMMC and professional forums representing Afya Kamilifu and provide technical assistance in to lead design, planning and implementation of innovations related to VMMC in collaboration with MOHCDGEC and NACP

**Qualifications, Experience & Skills required:**

- Doctor of Medicine degree (MD) and/or Master's degree or equivalent experience in public health, social sciences or health related field.
- More than five (5) years of demonstrated experience in VMMC programming as a block of HIV prevention intervention working with donor-funded organization.
- Knowledge and thorough understanding of VMMC standards, requirements, recommendations and guidelines per WHO, PEPFAR/CDC and national guidance.
- Ability to work independently with strong management and supervisory skills
- Excellent interpersonal, training, facilitation, team building and problem-solving skills
- Excellent written and oral presentation skills with fluency in English and Kiswahili.
- Experience working with NGO's and/or donor-funded programs

**2. Position Title: VMMC Program Officer (2)**

**Reports to: Regional Program Manager**

**Location: Simiyu and Mara**

**Start Date: October 2021**

**Job Summary:**

The Voluntary Medical Male Circumcision (VMMC) Program Officer is responsible for overall coordination, capacity building, demand creation and implementation of VMMC services in line with national VMMC standards and guidelines to achieve target coverage in the region in both community and facility settings. S/He is responsible for achievement of VMMC targets ensuring key deliverables in VMMC programming for Afya Kamilifu are attained at high performance levels.

**Specific Duties and Responsibilities:**

- Provide technical support for implementation of all VMMC activities in the region
- Ensure VMMC services follow national, VMMC protocols, policies and guidelines and are consistent with established best practices.
- Develop monthly and quarterly work plan for program implementation at the regional and district level.
- Maintain regular communication with regional and council health management teams (R/CHMTs) and conduct clinical mentorship and supportive supervision to health care workers implementing the VMMC services in collaboration with R/CHMTs.
- Provide technical assistance and organize trainings, CME sessions on VMMC quality assurance in collaboration with the regional team.
- Conduct VMMC demand creation activities in collaboration with local government and other stakeholders.
- Coordinate VMMC counselling program services and ensures linkage and referral of all HIV positive clients.
- Ensure VMMC services guidelines and protocols are followed by the surgical teams.
- Contribute in preparation of annual work plans, budgets, and performance monthly, quarterly and annual reports for VMMC in the region.
- Develop and timely submit technical VMMC program progress updates as scheduled on weekly basis

- Collaborate with M&E team to ensure uninterrupted availability of national VMMC M&E tools, proper documentation and reporting at VMMC static and outreach sites and facilitate effective linkages services.
- Support scale up of the VMMC Data Base to all supported VMMC static in collaboration with strategic information team
- Ensure consistent availability of VMMC supplies, equipment and consumables for VMMC services in all static and mobile and outreach VMMC facilities.
- Conduct monitoring and evaluation on progress to annual targets in collaboration with M&E and VMMC services technical team.
- Assist in the implementation of VMMC sustainability roadmap at the different levels in the assigned region and pilot models for VMMC program integration within the facility and community HIV platforms
- Develop regional innovations on VMMC activities implementation and document success stories, case studies, best practices and lessons learnt from the field.

**Qualifications, Experience & Skills required:**

- Medical trained personnel (nurse, clinical officer, MD, MBBS or equivalent) with in service training and certification on VMMC
- Minimum three years of experience in VMMC surgical and device-based services;
- Familiarity with PEPFAR funded HIV prevention programs is an added advantage.
- Experience of working with local government authorities including R/CHMTs, other stakeholders and health facilities.
- Ability to work independently with strong coordination and supervisory skills
- Excellent interpersonal, training, facilitation, team building and problem-solving skills
- Excellent verbal, written and presentation skills in English and Kiswahili with strong computer skills

**3. Position Title:                   Quality Improvement Officer**

**Reports to:                           Regional Program Manager**

**Location:                           Simiyu/Mara**

**Start Date:                         October 2021**

**Job Summary:**

The Quality Improvement (QI) Officer supports capacity building and mentoring on quality assurance (QA) and continuous quality improvement (CQI) to regional and council health management teams and health facilities in institutionalizing quality improvement approaches and national QI framework. Working closely with team members from other technical areas such as HIV/AIDS prevention, care and treatment, TB/HIV, laboratory services, and VMMC services, the incumbent will work towards coordinated and efficient efforts in designing, implementing, monitoring the quality improvement activities. The QI officer will ensure all health facilities have active QI teams and are implementing CQI activities using national guidelines for both facility and community-based activities.

### **Specific Duties and Responsibilities:**

- Develop, implement, and monitor QI regional work plans under direct support of regional manager and technical support from the Technical Advisor – QI & Capacity Building.
- Collaborate with MOH in building the capacity of regional and district health management teams and health care workers in quality improvement for HIV/AIDS and TB care and treatment, PMTCT, VMMC, PrEP and DREAMS activities
- Build the capacity of all technical staff to integrate QI principles into their work and across all supported indicators
- Work with facility and community coordinator to apply QI principles in routine supportive supervision; carry out regular performance measurements at sites; analyze QI data; provide QI feedback to site staff, CHMT and RHMT; and attend QI meetings at site level
- Provides direct technical assistance and mentoring to health facilities for continuous quality improvement, models for change and systems improvement
- Support health facilities on proper use of QI tools such as flow charts, fishbone, driver diagrams and decision matrix analysis for system and processes -wide improvement
- Oversee site level training and efforts to build site capacity to implement quality improvement activities, working in collaboration with QI TOTs to appropriately train Amref staff in collaboration with training coordinator.
- Lead efforts to conduct site specific assessments of quality improvement capacity, monitor district and health facilities QI activities
- Oversee data collection and feedback activities related to quality improvement efforts.
- Ensure regular quality improvement meetings take place at site-level with the site support officers responsible for attendance
- Perform any other duties as assigned by the supervisor

### **Qualifications, Experience & Skills required:**

- Medical qualified candidate with a Bachelor's Degree or higher including: BSc Nursing, MD or DDS.
- Familiarity with PEPFAR-funded HIV programs
- Minimum 3 years of proven experience in design and implementation of quality improvement activities in HIV care and treatment programs, including support to R/CHMTs and health facilities through donor- funded organizations.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili required.
- Strong communication and project management skills as well as program implementation, data summary and presentation skills

- 4. Position Title: Monitoring and Evaluation Officer - VMMC (1 Position)**
- Reports to: Regional Program Manager**
- Location: Mara region**
- Start Date: October 2021**

**Job Summary:**

The M&E Officer is responsible for supporting the project in designing and implementing VMMC M&E activities under the leadership of the Director of Strategic Information. The incumbent will ensure the continuous monitoring of program progress in close collaboration with the GoTZ, CDC, and other implementers. S/He will develop the capacity of various stakeholders in data collection, analysis, reporting and evaluation. S/He will help identify and evaluate best practices and workable approaches for the programs and facilitate dissemination of project results to relevant stakeholders. These position reports to the Regional Project Manager and technically to Director of Strategic Information for Afya Kamilifu project.

**Specific Duties and Responsibilities:**

- Ensure effective implementation of Afya Kamilifu Project monitoring and evaluation plan for the VMMC programs. This will include collection of all relevant data, management of the information, and using it in preparation of required periodic reports
- Support the undertakings of Afya Kamilifu VMMC monitoring and evaluation activities in the regions of Mara and Simiyu
- Maintain the established reporting system including databases and support routine reporting.
- Ensure the quality of data by conducting regular data verification, cleaning and data quality audits on planned and on situational environment
- Generate routine data summaries for project monitoring.
- Build the capacity of health care workers at the facilities implementing VMMC and ensure accurately and timely data collection and reporting.
- Establish data security guidelines and activities to ensure that all data are stored and maintained in a secure and effective manner as per Ministry of Health and PEPFAR guidance
- Ensure data management systems are functional to supported static and mobile VMMC sites.
- Support Afya Kamilifu project staff to document training information and technical assistance activities and help to produce and disseminate technical reports, guides, manuals, and other written materials.
- Work together with the project team to prepare monthly, quarterly reports for Ministry of health and PEPFAR
- Collect, document and disseminate best practices and lesson learned from the implementation of VMMC clinical services
- Prepare the VMMC progress report in summary form for monthly and quarterly monitoring forums including PMM

- Build the capacity of sites and councils in site level analysis to promote data use

**Qualifications, Experience & Skills required:**

- Degree in health informatics, Computer science, Social sciences, or Statistics
- At least 3 years of “hands on experience” in Monitoring and Evaluation field. Experience in working with VMMC program, will be an added advantage
- Strong data analysis, graphical data presentation, dissemination and report writing skills
- Experience working in NGO active in health-related services.
- Demonstrated familiarity with MOHCDGEC/PEPFAR data systems including DHIS, CTC2 and DATIM
- Excellent computer skills specifically with Ms Excel, Ms Access and PowerPoint applications.
- Experience in working with Statistical packages for data analysis
- Demonstrated skills in quantitative data analysis, data management and report writing.
- Strong ability of writing and public speaking skills
- Good interpersonal and people management skills-a team player and builder.
- Good command of English and Swahili language will be an added advantage

**5. Position Title: Monitoring and Evaluation Assistant - VMMC (1 Position)**

**Reports to: Regional Project Manager**

**Location: Simiyu Region**

**Start Date: October 2021**

**Job Summary:**

The M&E Assistant is responsible for supporting the project implementing VMMC M&E activities under the leadership of the M&E Officer for VMMC Afya Kamilifu. S/he will ensure the continuous monitoring of program progress in close collaboration with the GoTZ, CDC and other implementers. S/He will develop the capacity of various stakeholders in data collection, analysis, reporting and evaluation. S/He will help identify and evaluate best practices and workable approaches for the programs and facilitate dissemination of project results to relevant stakeholders. This position reports to the Regional Project Manager and technically to VMMC M&E Officer.

**Specific Duties and Responsibilities:**

- Ensure effective implementation of Afya Kamilifu Project monitoring and evaluation plan for the VMMC programs. This will include collection of all relevant data, management of the information, and using it in preparation of required periodic reports
- Support the undertakings of Afya Kamilifu VMMC monitoring and evaluation activities in the regions of Mara and Simiyu
- Maintain the established reporting system including databases and support routine reporting.

- Ensure the quality of data by conducting regular data verification, cleaning and data quality audits on planned and on situational environment
- Generate routine data summaries for project monitoring.
- Build the capacity of health care workers at the facilities implementing VMMC and ensure accurately and timely data collection and reporting.
- Establish data security guidelines and activities to ensure that all data are stored and maintained in a secure and effective manner as per Ministry of Health and PEPFAR guidance
- Ensure data management systems are functional to supported static and mobile VMMC sites.
- Support Afya Kamilifu project staff to document training information and technical assistance activities and help to produce and disseminate technical reports, guides, manuals, and other written materials.
- Work together with the project team to prepare monthly, quarterly reports for Ministry of health and PEPFAR
- Collect, document and disseminate best practices and lesson learned from the implementation of VMMC clinical services
- Prepare the VMMC progress report in summary form for monthly and quarterly monitoring forums including PMM
- Build the capacity of sites and councils in site level analysis to promote data use

**Qualifications, Experience & Skills required:**

- Diploma, Advance Diploma in health informatics, Computer science, Social sciences or Statistics. Degree holders will have an advantage
- At least 1 year of “hands on experience” in Monitoring and Evaluation field. Experience in working with VMMC program, will be an added advantage
- Strong data analysis, graphical data presentation, dissemination and report writing skills
- Experience working in NGO active in health-related services.
- Demonstrated familiarity with MOHCDGEC/PEPFAR data systems including DHIS, CTC2 and DATIM
- Excellent computer skills specifically with Ms Excel, Ms Access and PowerPoint applications.
- Demonstrated skills in quantitative data analysis, data management and report writing.
- Strong ability of writing and public speaking skills
- Good interpersonal and people management skills-a team player and builder.
- Good command of English and Swahili language will be an added advantage

**6. Position: WASH Project Manager**

**Job Location: Iringa**

**Report to: WASH Programme Manager**

**Job Summary:**

Will be responsible to ensure successful implementation of the project to achieve set outcomes, ensuring technical quality, against approved work plan, Management of



project performance in respective districts. Production of regular and high quality project narrative & financial reports as required by the donor. Documentation and learning generation as well as engage in advocacy at district, ward and village level

**Specific Duties and Responsibilities:**

- Designing and monitoring of drilling/rehabilitation activities and installation of solar-powered water systems with distribution networks.
- Designing and monitoring of construction of new/rehabilitated of school toilet block facilities with handwashing and menstrual hygiene facilities.
- Facilitating promoting access to improved sanitation and hygiene facilities through sanitation marketing/business and safe hygiene behavior (including COVID-19 messages) campaigns at household and institution levels.
- Facilitating and supporting women and youth empowering through WASH related income-generating activities and inclusive financing options (loans, revolving fund, LGA funds, financial institutions etc)
- Leading in designing and assessing institutional capacities on management and governance of rural water and sanitation services.
- Supporting in addressing climate changes scenarios, hazards and smart mitigations to sanitation and hygiene facilities.
- Compiling weekly, monthly, quarterly and annual reports of the project progress and timely share with the project manager.
- Ensuring proper documentation of project progress as contribution to the country report.
- Supporting any other tasks as directed by Amref.

**Qualifications, Experience & Skills required:**

- Minimum master's degree in Environmental/Sanitary Engineering, Water supply and sanitation (Knowledge in business administration or marketing is added advantage)
- A good understanding of the rural water and sanitation sector and experience in WASH market-based is a requirement
- Minimum of 7-years of experience in technical implementation and management of WASH projects
- A demonstrable competence and experience in sanitation-marketing
- Experience in WASH financing through financial institutions and micro-credit is added advantage
- Demonstrable creativity in addressing development challenges through WASH-based approaches of low income households
- Should be a team player, driven by own initiative, good communicator and have ability to work under minimum supervision
- Excellent computer skills and proficiency in written and spoken English and Swahili are a must.
- Analytical, negotiating, planning, budgeting, Facilitation and monitoring skills
- Team working skills and commitment to continuous learning.
- Proficient in use of relevant corporate applications
- Cultural sensitivity i.e. building and working effectively within a diverse working environment

- Able to work with complexity and ambiguity

**7. Position: Project Coordinator – WASH and Women Empowerment**

**Job Location: Kilolo and Mufindi Districts - Iringa**

**Report to: WASH Project Manager**

**Start Date: October 2021**

**Job Summary:**

Ensure successful implementation of WASH and Women Empowerment project to achieve set outcomes, ensuring technical quality, against approved work plan. Management of project performance in respective districts. Production of regular and high quality project narrative & financial reports as required by the donor. Ensure documentation and learning generation and advocacy at district, ward and village level

**Specific Duties and Responsibilities:**

- Responsible for ensuring technical quality in delivery on women economic empowerment, access to safe drinking water, improved sanitation facilities, functional entrepreneurship groups and income generation activities
- Facilitate the establishment and training of community-based water supply, sanitation and environmental committees (composed of targeted women and youths).
- Facilitate formation of functional entrepreneurship groups and ensure linkage to formal financial institutions, government institutions, suppliers, consumers and producers.
- Responsible for monitoring the implementation of project plans in collaboration with local government, partners and communities.
- Supervise the project activities and carry out regular monitoring visits and reports for respective districts.
- Work with and maintain good relationships with district, especially the departments of social welfare, community Development, Youth, Planning, and other agencies including small scale producers association working in project area.
- Collection of data from the community and preparation of regular reports on activities implemented.
- Develop case studies and success stories for the project area.
- Prepare project visits and share the report to the Project manager.
- Preparation of monthly, quarterly and annual reports as per Amref and Donor standards.
- Promotes and abides by internal policies and procedures including but not limited to: Code of Conduct and mandatory reporting responsibility.

**Qualifications, Experience & Skills required:**

- Education - University degree in Environmental Engineering/Environmental Science/Social work/community development/social science/ development studies
- Training – key exposure to courses on: Project management, Entrepreneurship, Gender equality, Monitoring and evaluation, partnership management; Public health
- Experience – minimum five years’ experience, demonstrable experience in community and/or International development including management experience, including strong experience in large project management, specifically involving design and management of community development projects, youth and women entrepreneurship programmes
- Analytical, negotiating, planning, budgeting, Facilitation and monitoring skills
- Team working skills and commitment to continuous learning.
- Proficient in use of relevant corporate applications
- Cultural sensitivity i.e. building and working effectively within a diverse working environment
- Able to work with complexity and ambiguity

**8. Position: Project Officer – WASH and Community Development**

**Job Location: Iringa**

**Report to: WASH Programme Manager**

**Job Summary:**

Ensure successful implementation of the project to achieve set outcomes, ensuring technical quality, against approved work plan. Management of project performance in respective districts. Production of regular and high quality project narrative & financial reports as required by the donor. Documentation and learning generation and advocacy at district, ward and village level

**Specific Duties and Responsibilities:**

- Supervising, trainings to LGA officials, Artisans, CHWs and entrepreneurs and other capacity building initiatives under this project.
- Facilitating the Sanitation and Hygiene project activities and ensure that are implemented in line with approved project documents including: Tanzania SWASH and guidelines especially School WASH club formulation and trainings as well as other standards guided at the respective LGA
- Undertaking consultations with finance institutions (e.g. micro-finance institutions, Savings and Credit Cooperatives, banks, etc.) to evaluate financing mechanisms to women and youth entrepreneurs
- Identifying needs, opportunities, gaps, and constraints in potential water and sanitation markets, models, and service providers/entrepreneurs.
- Providing technical support on sanitation and water business strategies, business modelling to women and youth entrepreneurs, including sanitation circular economy
- In liaison with Project manager, ensuring proper communication and involvement of District partners in the project activities implementation such as DC, DAS, DED, DMO,

DHO, OCD, DWE, DEO, DSWASH Coordinator, Ward and Village Executive Officers and Ward Education Coordinators.

- Monitoring, Evaluation and Documentation

**Qualifications, Experience & Skills required:**

- Minimum bachelor's degree in community development, social enterprises, or related fields (Knowledge in water and sanitation projects is added advantage)
  - A good understanding of the rural water and sanitation sector and experience in WASH market-based is an added advantage
  - Minimum of 5 years of experience in relevant WASH project implementation is added advantage
  - Experience in WASH financing through financial institution/micro-credit is a requirement
  - Demonstrable creativity in addressing development challenges through WASH innovation approaches of low income households is an added advantage
  - Should be a team player, driven by own initiative, good communicator and have ability to work under minimum supervision
- Excellent computer skills and proficiency in written and spoken English and Swahili are a must
- Analytical, negotiating, planning, budgeting, Facilitation and monitoring skills
  - Team working skills and commitment to continuous learning.
  - Proficient in use of relevant corporate applications
  - Cultural sensitivity i.e. building and working effectively within a diverse working environment
  - Able to work with complexity and ambiguity

9. **Position:** Project Officer – WASH and Entrepreneurships  
**Job Location:** Kilolo and Mufindi Districts - Iringa  
**Report to:** WASH Project Manager  
**Starting date:** October 2021

**Job Summary:**

Ensure successful implementation of WASH and Women Empowerment project to achieve set outcomes, ensuring technical quality, against approved work plan. Management of project performance in respective districts, production of regular and high quality project narrative & financial reports as required by the donor. Documentation and learning generation as well as advocacy at district, ward and village level

**Specific Duties and Responsibilities:**

- Establishment of functional Entrepreneurship groups of women in the project areas
- Empowering women groups through WASH –related economic development initiatives
- Supporting innovation in the water and sanitation business in line with the overall vision of Amref and Donor

- Identification of needs, opportunities, gaps, and constraints in potential water and sanitation markets, models, and service providers/entrepreneurs.
- Provision of technical support on sanitation and water business strategies and business modelling to women entrepreneurs, including sanitation circular economy
- Undertaking consultations with finance institutions (e.g. micro-finance institutions, Savings and Credit Cooperatives, banks, etc.) to evaluate financing mechanisms to women entrepreneurs
- Documentation and learning generation
- Advocacy at district, ward and village level

**Qualifications, Experience & Skills required:**

- Minimum bachelor's degree in community development, business administration, social enterprises, business development, (Knowledge in water and sanitation-marketing is added advantage)
- A good understanding of the rural water and sanitation sector and experience in WASH market-based is an added advantage
- Minimum of 5 years of experience in relevant WASH project implementation is added advantage
- Experience in WASH financing through financial institution/micro-credit is a requirement
- Demonstrable creativity in addressing development challenges through WASH innovation approaches of low income households is an added advantage
- Should be a team player, driven by own initiative, good communicator and have ability to work under minimum supervision  
Excellent computer skills and proficiency in written and spoken English and Swahili are a must
- Analytical, negotiating, planning, budgeting, Facilitation and monitoring skills
- Team working skills and commitment to continuous learning.
- Proficient in use of relevant corporate applications
- Cultural sensitivity i.e. building and working effectively within a diverse working environment
- Able to work with complexity and ambiguity

**How to Apply:-**

If you meet the criteria given above and interested in the vacancies, please send an application letter and CV combined in as one PDF document indicating your present employer and position, daytime telephone contact, names and addresses of three referees. All interviews will be conducted at Amref Health Africa country Office in Dar es Salaam for shortlisted applicants. To be considered, your application must be received by **16.30 HOURS October 04, 2021**. The subject line of your job application email should mention the job position that you are applying as it appears in this advertisement. Failure to do that your application may not be easily retrieved. All correspondences and applications should be emailed to: [jobs.tanzania@amref.org](mailto:jobs.tanzania@amref.org)

- 1. Amref Health Africa is an equal opportunity employer and has a non-smoking environment policy; Women and People with disability are encouraged to Apply**
- 2. “Amref Health Africa is committed to the principles of safeguarding in workplace and will not tolerate any form of abuse, wherever it occurs or whoever is responsible”**
- 3. Any Applicant attempting or communicating to the Amref Health Africa Management or Staff through phone calls, sms, text emails and other means will automatically be disqualified from this opportunity. All communications should be channelled to the provided official correspondence email above**
- 4. Amref health Africa –Tanzania regrets that only short-listed candidates will be contacted.**