

JOB DESCRIPTION

Job Title: PROGRAMME SPECIALIST, COMMUNITY HEALTH AND EMPOWERMENT		
Reports to:	Director of Programmes	
<p>Job Purpose: The Programme Specialist, Community Health and Empowerment is responsible for effective, efficient and impactful design of CEHURD’s community engagements and ensuring that they meet the organisation’s strategic objectives and advocacy agenda. He/she will lead and provide expertise in programme design, implementation, monitoring and evaluation of outcomes. He/She will lead the process of continuously identifying strategic ways of popularizing district and community activities amongst different stakeholders, as well as uplifting national level decisions to community and vice versa.</p> <p>This is a highly engaging position requiring capacities ranging from capacity building, research, protocol development writing, to designing programs, as well as creating partnerships at district and grassroots levels in order to empower communities to seek health rights and social justice.</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> ● Participating in the development and review of CEHURD’s Strategic Plan; providing expert advice on how this can be cascaded down to district and grassroots levels. ● Provide technical guidance during the design of community level interventions to ensure that they are impactful and generate the desired results. ● Develop community empowerment programmes and work activities that support CEHURD’s advocacy strategy in collaboration with the communities in which CEHURD operates. ● Build capacity of staff and other stakeholders in programme implementation, monitoring and evaluation of outcomes. ● Maintain and or build networks at district and grassroots levels that further CEHURD’s advocacy agenda. ● Innovate approaches for use at community level, aimed at advancing CEHURD’s community advocacy agenda ● Engage in strategic research processes/baselines at community level and use the findings to design appropriate community programmes for CEHURD’s constituents. ● Design methods of accurately collecting data from communities and/or documenting community interventions as a basis for promoting CEHURD’s advocacy strategy. ● In partnership with Director of Programmes and Knowledge Management Programme, undertake training needs assessments for Community Health Advocates (CHAs). ● Design appropriate mentorship and capacity building initiatives for CEHURD staff, partners, sub grantees and related stakeholders. ● Map all district-based engagements and provide CEHURD opportunities for engagement ● Contribute to the development of training tools and learning materials for use by CEHURD and its partners in the different trainings. ● Engage in capacity building exercises and training sessions geared towards strengthening existing government and non-government structures at district and lower levels (<i>such as the Health Unit</i> 		

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Management Committees, Community Based Organisations, Community Health Advocates, District technical and political leaders, opinion leaders, religious and cultural leaders, parents' associations, teachers and students in schools among others) in advocating for health rights and social justice.

- Work with the Community Empowerment Programme (CEP) team to identify District Partners that further CEHURD's work at district and community levels.
- Work with the Monitoring, Evaluation and Learning team to design appropriate data collection tools, to monitor and record lessons learnt from CEP activities.
- Support the Knowledge Management team in documenting and disseminating lessons learnt from the CEP activity reports.
- Develop knowledge products out of the several selected community engagements for replication by other partners
- Organise or attend meetings and training by CEHURD and or other relevant partners in advocacy for health.
- Carryout any other duties assigned by the Management team or any other duly authorised staff

In addition to individual respective tasks, the Programme Specialist, Community Health and Empowerment will be expected:

- To adhere to CEHURD values and to actively promote their application amongst colleagues.
- To undertake tasks in a creative, self-driven and innovative fashion.
- To identify and implement additional tasks/ideas of benefit to the organisation.
- To uphold and protect the institutional brand at all times

The attainment of the above will be reflected in the incumbent's appraisal, as well as the achievement of outputs, as described in above key responsibilities.

Key Relationships:

- CEHURD Senior Management Team
- All CEHURD staff
- CEHURD thematic committees
- CEHURD departments and programmes
- Other networks
- CEHURD partners and stakeholders

Job related experience and knowledge:

- Should hold a Bachelors' Degree in Law, Human Rights, Social Science, Political Science, Economics, Public Health or any related qualifications.
- Master's qualification in any of the fields above is required
- At least 8 years' experience working in Health and Human rights advocacy issues at community level
- Relevant past experience in Human Rights and the Right to Health Advocacy is required.
- Should have in-depth knowledge of health and human rights with particular expertise in community health programming.

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- In-depth knowledge of health and human rights and practical application of advocacy and research with particular emphasis of SRHR.
- Experience in community empowerment programmes and community health programming as well as practical experience in Rural Participatory Appraisal methods.
- Fluency and proficiency in oral and written English and other Ugandan local languages
- Previous experience of project/programme management
- Committed activist/practitioner with a theoretical and practical understanding of health and human rights, social justice and development issues as well as understanding of the complex contemporary challenges facing Uganda and the underlying issues to the attainment of the right to health
- Experience of Monitoring, Evaluation and Learning (preferred)
- Experience in project financial management and budget holding (preferred)
- Ability to organise and oversee the coordination of programmes across Uganda and beyond.
- Exposure on diversity across Uganda as well as training, networking, lobbying, advocacy and campaign skills at national level.
- Have broad appreciation and capability to promote cultural, age, gender and religious diversity across the organisation
- Have a broad appreciation of the unique health and human rights of CEHURD Target Constituencies that include: Women and Girls, Children and Youth, Sexual Minorities, Persons with Disabilities, Ethnic Minorities, People Living with HIV/AIDS and TB, The Elderly and Survivors of Violence, Torture and Conflict.