# JOB DESCRIPTION

<table>
<thead>
<tr>
<th>Job title:</th>
<th>Senior Advisor - Entomology</th>
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</thead>
<tbody>
<tr>
<td>Location:</td>
<td>Kampala</td>
</tr>
<tr>
<td>Department:</td>
<td>Technical</td>
</tr>
<tr>
<td>Length of contract:</td>
<td>Fixed</td>
</tr>
<tr>
<td>Role type:</td>
<td>National</td>
</tr>
<tr>
<td>Grade:</td>
<td>10</td>
</tr>
<tr>
<td>Travel involved:</td>
<td>Up to 40% travel to areas of operation</td>
</tr>
<tr>
<td>Child safeguarding level:</td>
<td></td>
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<tr>
<td>Reporting to:</td>
<td>Deputy Chief of Party- USAID’s Malaria Action Program for Districts</td>
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<tr>
<td>Direct reports :</td>
<td>Vector Control Officer</td>
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## Organisational background

Established in 2003, Malaria Consortium is one of the world’s leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and International organisations, to ensure effective delivery of services, which are supported by strong evidence: Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

## Country and project background

Malaria Consortium Uganda is one of our largest country offices. The office in Kampala, Uganda is the centre for the programmes in Uganda, in addition to serving as a regional office for Africa. Malaria Consortium is leading a consortia of NGOs including Jhpiego, Banyan Global, Deloitte Uganda, Infectious Diseases Institute (IDI) and Communication for Development Foundation-Uganda (CDFU) in the Malaria Action Program for Districts, a five-year USAID-funded initiative providing malaria...
prevention and control services by supporting implementation of the National Malaria Control Program (NMCP)’s vision which states that by 2020, malaria will no longer be the major cause of illness and death in Uganda and families will have universal access to malaria prevention and treatment measures.

**Job purpose**
The Senior Advisor - Entomology will provide technical and program oversight and direction in the areas of integrated vector management of the National Malaria Control Programme of the Ministry of Health.

The incumbent will be a staff on USAID’S Malaria Action Program for Districts but will be required to work at the NMCP of the Ministry of Health.

**Scope of work**
The Senior Advisor - Entomology will be a key member of the project technical team, providing leadership and technical guidance in the development and implementation of IVM activities at the National Malaria Control Programme of the Ministry of Health.

**Key working relationships**
This role involves working closely with the project team and partners to ensure the technical and methodological soundness of activities and, support the design of service delivery strategies, based on sound and current scientific evidence in integrated vector management for malaria control.

**Key accountabilities (percent of time spent on each area)**

**Technical (60%)**
- Build capacity of MOH and local authorities in the proper and safe use of insecticides, pesticides and other vector control methodologies
- Improve MOH capacity to carry out surveys for the identification of vector species and their bionomics
- Develop programmes for the IVM Unit and integrate these in the NMCP work plans and strategic plans
- Participate in technical support supervision to the districts
- *Contribute to the overall planning and development of the project protocols in relation to entomological studies*

**Leadership (20%)**
- Provide technical oversight, strategic direction and ensure appropriate support for the implementation of program activities in integrated vector management at national and district levels
- Provide leadership in developing innovative approaches to improving demand for integrated vector management interventions
- Contribute to policy formulation in Entomology ensuring harmonization of policies and guidelines for malaria control integrated vector management
- *Improve systems, tools and protocols for Supervision of entomological activities to ensure high quality standards*
- Analyse potential IVM strategies within the context of the program and explain these, as necessary, to policymakers, funding agencies, and program staff

**Monitoring and Evaluation (20%)**
- Improve systems, data collection tools and participate in developing appropriate epidemiological design

- Assist in sustaining and improving existing databases that monitor achievements in IVM at national and district levels

- Design and carry out special entomological experiments and research activities in relevant fields

- Provide technical support to the NMCP to interpret IVM programmatic data and incorporate data from program implementation into program work plans

- Submit program reports to the NMCP Program Manager, project Deputy Chief of Party, and technical staff, of successes, challenges and lessons learned in implementation related to areas of IVM

- Document and maintain an inventory of successful tools and approaches for IVM including development and submission of abstracts, papers and presentations to journals and conferences in line with project collaboration, learning and adaptation plan

**Person specification**

**Qualifications and experience:**

**Essential:**
- Bachelors of Science Degree in Zoology or Botany or related field from a recognised University/Institution.
- A post graduate qualification (Masters or Diploma I in either Medical Entomology, Health Science or another related field will be of added advantage
- A minimum of six years relevant working experience in a reputable organisation at national or regional level
- Should have strong leadership, management, communication and interpersonal skills.
- **Ability to coach, mentor and develop technical capacity in national programs and technical staff in the areas**
- Demonstrated in-depth understanding of Ugandan healthcare system

**Desirable:**
- Knowledge of and experience of working on USAID funded projects
- Experience in writing program reports
- , particularly the public health system, experience living and working in Uganda preferred

**Work-based skills:**

**Essential:**
- Skill in at least two or more of the following technical areas: strengthening service delivery programs, training, pre-service education, performance and quality improvement, monitoring and evaluation
- Experience with a mix of practical technical skills in malaria necessary for strengthening malaria service delivery at the regional, national, clinical and community-level

**Desirable:**
- Strong oral and written communication and presentations skills in English
- Strong skills in word processing and Excel spread sheets
- Proven track record managing a project team composed of several technical experts and fostering team work
### Core competencies:

#### Delivering results

**LEVEL C: Supports others to achieve results**

- Displays a positive and enthusiastic approach and is not deterred by setbacks, finding alternative ways to reach goals or targets.
- Supports others to plan and deliver results
- Supports others to manage and cope with setbacks

#### Analysis and use of information

**LEVEL C: Works confidently with complex data to support work**

- Interprets complex written information
- Works confidently with data before making decisions: for example; interpreting trends, issues and risks
- Acquainted with the validity, relevance and limitations of different sources of evidence

#### Interpersonal and communications

**LEVEL D: Communicates complex technical and/or sensitive/high risk information effectively**

- Communicates complex operational, technical and strategic issues clearly and credibly with widely varied audiences
- Uses varied communication to promote dialogue and shared understanding and consensus across a variety of audiences
- Influences internal and external audiences on specific issues
- Scans the internal and external environment for key information and messages to support communications strategies

#### Collaboration and partnering

**LEVEL C: Builds strong networks internally and participates actively in external networks and think tanks**

- Builds strong networks internally
- Participates actively in external networks and/or think tanks.
- Engages with relevant experts to gather and evaluate evidence
- Shares and implements good practice with internal and external peers

#### Leading and motivating people

**LEVEL C: Effectively leads and motivates others or direct reports.**

- Gives regular, timely and appropriate feedback,
- Acknowledges good performance and deals with issues concerning poor performance
- Carries out staff assessment and development activities conscientiously and effectively
- Develop the skills and competence of others through the development and application of skills
- Coaches and supports team members when they have difficulties

#### Flexibility/ adaptability

**LEVEL C: Supports others to cope with pressure**
- Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems and supports others to do the same
- Adapts team approach, goals, and methods to achieve solutions and results in dynamic situations
- Sets realistic deadlines and goals for self or team

**Living the values**

**LEVEL D - Acts as a role model in promoting Malaria Consortium's values**

- Champions and takes ownership of corporate decisions, values and standards and ensures team members implement them in a positive manner
- Acts as role model internally and externally in promoting Malaria Consortium's values
- Is accountable for ensuring that cultural awareness is demonstrated across the area(s) they manage

**Strategic planning and thinking and sector awareness**

**LEVEL C - Keeps up to date with the internal and external environment**

- Takes into account economic, political and other business factors when drawing up medium and long-term plans, covering both public and private sectors
- Looks beyond the immediate operations to prospects for new business
- Engages with appropriate internal and external sources to establish major influences on future plans