The America First Global Health Strategy – Makerere University Joint AIDS Program (AFGHS-MJAP) is a U.S Department of State–funded Fixed Amount Award implemented by the Makerere University Joint AIDS Program The project sustains integrated HIV, tuberculosis (TB), malaria, epidemic preparedness, and maternal, newborn and child health services. It does this by strengthening facility and community service delivery, health information supply chain and laboratory systems, and outbreak readiness. Working closely with District Health Teams, local governments and supported health facilities, AFGHS-MJAP uses a district-led approach to build local capacity and accelerate a sustainable transition to government-owned, resilient national health systems.

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MJAP invites competent, passionate, and committed individuals to apply for the positions below (to be hired on rolling basis).

Job Title: Laboratory Services Coordinator (1 position)
Reporting to: Prevention, Care and Treatment Advisor
Supervises: None
Purpose of the job: To support the strengthening of laboratory services for quality HIV and TB care at the MJAP-supported health care facilities.

1. Support provision of HIV tests and related laboratory tests
2. Support the provision of laboratory tests to patients with Advanced HIV Disease
3. Maintain adequate amounts of laboratory testing supplies for HIV and related tests
4. Support implementation of Laboratory Management Quality Systems (LQMS) or SLMTA/SLIPTA at all the supported laboratories
5. Coordinate technical support to the laboratories through trainings, mentorships and support supervision
6. Prepare and submit routine laboratory progress reports.
7. Coordinate the referral of specimens for Viral Load, EID and other tests to the Central Public Health Laboratories and their results retrieval from the download system.
8. Participate in resource mobilization to support MJAP organizational sustainability.

Qualifications and job requirements

- Bachelor's degree in biomedical laboratory technology or its equivalent from a recognized institution
- Possession of a relevant post graduate training preferably in Health sciences, public health or related field is desired
- A minimum of four (4) years of post-qualification experience of laboratory work, with at least one or more in a senior laboratory management position.
- Three years' experience working with district lab systems
- The applicant must have registration with the Allied Health Professional Council
- Proven ability to lead and guide strategic planning and development with MoH, manage technical implementation of proposed project initiatives.
- Proven ability to provide technical guidance to Ministries of Health and their laboratories systems in the diagnosis, treatment and monitoring of HIV/AIDS services
- Highly self-motivated, able to work under minimum supervision

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- Ability to execute multiple tasks simultaneously
- Good training, facilitation, coaching and mentorship skills
- Good analytical and problem-solving skills

Job title: Data Officer (1 position)

Reports to: M&E Officer
Supervises: None
Duty Station: Kiruddu hospital

Job Summary: To determine the suitable database and analysis software; enter data that is used to generate weekly, monthly and quarterly reports for MJAP activities in accordance with MOH guidelines and procedures

Roles and Responsibilities

1. Receive and review raw data from all program activities daily to make sure it is complete, accurate and consistent.
2. Enter data into the relevant program databases, including UgandaEMR and the Prevention Tracker, every day following the approved formats and standards.
3. Compile program and Ministry of Health reports and submit them on time through the designated reporting systems, including DHIS2 and the Prevention Tracker.
4. Back up data daily and keep all data entry databases secure, in line with MJAP's data security procedures.
5. Give ongoing support and mentorship to data collectors and health workers on correct data collection recording and documentation.
6. Run basic analyses of MJAP program data and prepare brief weekly and monthly reports that feed into quarterly reports for stakeholders.
7. Develop and run data cleaning queries to find and resolve errors, inconsistencies and anomalies, following established data analysis procedures.

Qualifications and job requirements

- Bachelor's Degree in Statistics, information management systems, Economics, Information Technology, Computer Science, Social Sciences or related from a recognized institution.
- Additional M&E training is an added advantage.
- Minimum of 3 years' experience in data management in PEPFAR funded projects/Organizations
- Strong analytical and organizational skills; demonstrated ability to work both independently and within a team, assess priorities, and manage multiple activities with attention to detail.
- Excellent cross-cultural communication (both oral and written) and interpersonal skills demonstrated by ability to interact professionally with culturally and linguistically diverse staff, stakeholders, clients and consultants

Job title: Locum Medical Officer (1 position)

Reports to: Medical Officer Team Lead
Supervises: None
Duty Station: Mulago ISS clinic

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Start date: Immediate
Job Summary: To Provides comprehensive clinical care to HIV-infected patients through assessment, diagnosis, treatment, ART management, monitoring, referrals, documentation, and mentorship of clinical staff in accordance with MOH guidelines and MJAP protocols

Roles and Responsibilities

1. Obtain and document detailed medical history, perform appropriate physical examinations and carry out initial as well as ongoing evaluation of HIV-infected patients.
2. Prescribe medications to patients including emergency care to the very sick patients.
3. Select, recommend and initiate most appropriate antiretroviral therapy (ART) to all eligible patients according to MOH guidelines and MJAP patient care protocols.
4. Monitor toxicities; follow up on adherence and treatment response.
5. Request and interpret the necessary laboratory tests and radiological investigations for diagnosis as well as for monitoring and follow-up of patients on ART.
6. Evaluate and manage patients for opportunistic infections and non-infectious comorbidities
7. Provide continuous job mentorship to nurses, counselors and nursing assistants at the clinic.
8. Prepare and present challenging cases at the CME sessions as well as reviewing different medical journals at the journal club according to the scheduled timetable.
9. Document all patient's information in the files, open MRS, RX solutions.
10. Consult and refer appropriately for proper management of patients.
11. Attend to all patients in the clinic, urgent care, admitted patients, TBHIV patients and follow up those admitted elsewhere.

Qualifications and job requirements

- Bachelor's Degree in MBChB from a recognized institution
- Valid practicing license
- Minimum of 3 years' experience in a busy clinical setting, experience in an HIV clinical setting is an added advantage
- Strong leadership, analytical and organizational skills; demonstrated ability to work both independently and within a team, assess priorities, and manage multiple activities with attention to detail.

Job Title: Locum Clinical Officer (1 position)

Report to: Clinic Manager
Supervises: None
Duty Station: Mulago ISS Clinic
Job summary: To provide comprehensive TB/HIV care services to patients according to MJAP HIV treatmen and MoH HIV treatment guidelines

Roles and responsibilities:

1. Diagnosis of opportunistic infections & other illnesses in HIV patients according to the Care & treatmen guidelines.
2. Examine and prescribe medication for treatment of patients' illnesses
3. Reviewing of patients' response to treatment.
4. Early detection & and treatment of TB infection among HIV patients
5. Identifying patients for referrals & linkages to other care and treatment provision centers.

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6. Provision of PMTCT & EID services to HIV positive mothers and their infants respectively
7. Provision of SGBV & post exposure prophylaxis (PEP) services to survivors, perpetrators and victims.
8. Participate in continuous quality improvement projects initiated at the clinic and other support sites
9. Provision of comprehensive HIV services for priority and key population
10. Timely and complete documentation of services offered to clients

Qualifications & job specifications:

- Diploma in Clinical Medicine or Community Health from a recognized Institution
- At least 2 years of professional experience after qualification
- Valid medical practicing license
- Registered under the Allied Health Professionals' Council
- Training in current HIV/AIDS Prevention, care and Treatment
- High level of Integrity and confidentiality empathy
- Proficient in management of HIV/AIDS complications

Key personal competences

- Good counseling and health education skills with good interpersonal and communication skills
- Self-driven and ability to timely accomplish planned targets in service provision
- Emotional control

Job Title: Locum HTS Counselor (3 positions)
Reports to: ART Adherence Support
Supervises: None
Duty station: Mulago hospital
Job summary: Develop and implement HIV testing services (HTS) to address client needs and prepare them for HIV prevention, care and treatment in line with the new MOH polices and guidelines

1. Provide information to clients on HIV Testing Service (HTS) delivery as a means of creating demand for uptake
2. Mentor and offer technical support to the hospital staff to offer PITC to patients at their respectful Health Service Delivery Points.
3. Carry out pre and post-test counseling to individuals / patients eligible for HIV testing services in MJAP supported Health facilities to minimize missed opportunities and maximize the HIV yields
4. Provide information to clients/ patients on Septrin prophylaxis and distribute it to eligible HIV positive clients
5. Screen all patients who come for HIV testing for pulmonary T.B
6. Work with linkage facilitators/ physically escort the HIV positive individuals to care and track linkage outcomes for inter-facility referrals
7. Provide index testing services to eligible recipients of care and ensure elicitation of one or more sexual or social contacts for HIV testing services
8. Provide combination prevention service package including Post exposure prophylaxis (PEP) and Pre Exposure Prophylaxis (PrEP)
9. Test children and eligible household members of HIV positive clients
10. Screen and offer supportive management to clients who are victims of violence including sexual gender-based violence (SV) and Intimate partner violence (IPV)
11. Compile timely reports accordingly (weekly, monthly and quarterly)

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Qualifications & job specifications:

- Bachelor's degree in Guidance and Counselling, BSWASA or Community Health from a recognized Institution or Diploma in Nursing/midwifery with a certificate in HIV/AIDS counselling
- At least two (2) years professional experience
- Training in current HIV/AIDS Prevention, care and Treatment
- High level of Integrity and confidentiality empathy
- Good counseling and health education skills with good interpersonal and communication skills
- Self-driven and ability to timely accomplish planned targets in service provision

Job Title: Locum ART Counselor (1 position)
Report to: Clinic Manager
Supervises: None
Duty Station: Mulago ISS Clinic
Job summary: To provide psychosocial and adherence support to people living with HIV to ensure they initiate, adhere to, and remain on antiretroviral therapy (ART), achieve viral load suppression, and maintain a good quality of life.
Roles and responsibilities:
1. Provide routine adherence counselling to patients at every clinic visit to promote consistent medication use.
2. Provide enhanced counselling to patients with unsuppressed viral loads to address barriers to adherence and support viral load suppression.
3. Educate patients on HIV, ART, the importance of lifelong treatment, proper medication use, and the benefits of viral load monitoring.
5. Viral Load Monitoring: Identify patients due for viral load testing, provide pre-test counselling, and support timely sample collection and follow-up of results.
6. Identify and address psychosocial challenges affecting treatment adherence, including stigma, depression, disclosure concerns, and family-related challenges.
7. Support interventions aimed at reducing missed appointments, treatment interruptions, and loss to follow-up.
8. Support patients enrolled in different ART delivery models to ensure continuity of treatment and adherence.
9. Maintain accurate counselling records, document adherence challenges, track IAC sessions, and report on counselling outcomes.
11. Support newly diagnosed patients through counselling, ART initiation, and linkage to appropriate HIV care services.
12. Health Education: Conduct group health talks on ART adherence, prevention of HIV transmission, positive living, and treatment outcomes.

Key expected results of an ARV Counsellor

- Improved ART adherence among patients.
- Increased viral load suppression.
- Improved patient retention in care.
- Reduced treatment interruptions and loss to follow-up.
- Timely identification and management of patients with unsuppressed viral loads.
- Improved patient understanding of HIV treatment.
- Increased uptake of viral load testing.

Qualifications and job specifications

- Diploma in Nursing or Diploma in Clinical and Community Health from a recognized institution
- Certificate in HIV/AIDS counseling and antiretroviral therapy is an added advantage
- At least two (2) years relevant experience in a busy

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- HIV/AIDS care, counseling and support techniques
- Empathetic with high level of integrity and confidentiality
- Good counseling and health education skills with good interpersonal and communication skills

Financial, Anti- Fraud, Safeguarding and Risk Management Clause:
MJAP enforces a strict zero-tolerance policy against fraud, corruption, sexual exploitation, abuse, and harassmen in all program areas. All employees must uphold high ethical standards and ensure transparency and fairness, ir line with MJAP Human Resource policies. In your role, you'll be responsible for maintaining the organization's financial integrity and supporting effective safeguarding and risk management practices. Key responsibilities include

•**Financial Accountability:** Uphold MJAP's commitment to financial integrity by effectively managing resources and accurate reporting of expenditures. Ensure responsible and transparent resource management in compliance with organizational standards and donor requirements and take ownership of any discrepancies that arise.
•**Safeguarding:** Uphold the organization's dedication to protecting vulnerable populations, including beneficiaries staff, and volunteers. This includes identifying, reporting, and addressing safeguarding issues per established policies Your role is essential in fostering a safe and supportive environment for everyone involved in our programs.
•**Risk Management**: Actively identify, assess, and mitigate risks related to program implementation and operations.
•**Collaborate with teams** to create and maintain risk management plans in line with organizational policies Regularly review and update practices to address new challenges or changes in the operational environment.

MJAP is dedicated to inclusion and diversity, evaluating all job applicants solely based on merit, regardless of race gender, color, national origin, religion, age, marital status, or disability. As an equal opportunity employer, MJAP does not charge applicants at any stage and is not responsible for losses from fraudulent recruitment activities. All suitably qualified candidates are encouraged to apply by clearly stating the position applied for in the Subject line Combine all your application documentation, i.e. cover letter, CV & academic documents, into one PDF with names/contact details of three referees including the immediate Supervisor addressed to: **The Human Resources Manager, Makerere University Joint AIDS Program (MJAP). Email recruitment@mjap.mak.ac.ug** NOT later than **Thursday, 19th November 2026, at 3:00 pm**. For details about advertised position, please visit the website of Makerere University Joint AIDS Program. Consider your application unsuccessful if you don't hear from us by **15th December 2026**. Offer of employment will be subject to satisfactory references including but not limited to appropriate background checks, criminal records, and previous employment findings of fraud, corruption, sexual exploitation, abuse or harassment during employment or incidents under investigation when the applicant left employment. By applying, the job applicant confirms their understanding of these recruitment procedures. Please ensure that your attachments do not exceed 25 MB. We do appreciate your interest in working with MJAP, however, we regret that only shortlisted candidates will be contacted for interview.

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