

## Job Description

<b>Job Title</b>	<b>UGANDA COUNTRY DIRECTOR</b>
<b>Organizational Level</b>	Leadership
<b>Reports To</b>	Vice President of Programs (US HQ)
<b>Directly Supervises</b>	Operations Manager, Finance Manager, Partnerships Officer, Team Leaders

UPDATED 04 MARCH, 2021

### Mission:

LifeNet International seeks to transform Ugandan health centers to provide quality, sustainable care and save lives.

### Vision:

By 2025, LifeNet will be operating in 10 countries to improve the quality of care for over 10,000,000 patient visits annually. In Uganda, we have a nation-wide vision to see LifeNet supporting more than 200 partners throughout the country.

### Values:

- IMPACT AT SCALE
  - We believe in generating maximum impact through efficiency and Godly stewardship. To achieve growth and make a difference, scalability is at the center of our model. Our model is expandable and transferable, enabling the LifeNet program to find success in a variety of environments and situations.
- DATA-BASED DECISIONS
  - From our medical curriculum, which is constantly being updated and revised based on the latest evidence-based research, to our program monitoring, our foundation for work and the development of our partnerships is based on measurable data. From baseline to impact, we make decisions driven by data and support our partners to do the same.
- COMPASSION
  - It is core to who we are and what drives us. Compassion is at the heart of all of our lessons, ensuring that each and every patient who walks into a LifeNet partner health center feels safe, loved, and knows that they have value.
- EMPOWERING THE LOCAL CHURCH
  - We know that God's chosen instrument to build his kingdom is through the church. It is the African church, African people, and African hands that are raising the standard of healthcare through our health center partner network. We believe in equipping and training local people to achieve maximum impact, securing a healthy future for themselves and their children.
- DEPENDENCE ON GOD
  - Everything we have comes from God: our skills, passion and desire to perform with excellence in every way. We depend on Him for our daily needs and give Him the glory for everything that has been accomplished.

## **Job Purpose:**

### **Lead LifeNet's largest country program into the future**

LifeNet International is seeking to recruit for the position of **Uganda Country Director** to continue leading our work to impact health outcomes in partner facilities in Uganda.

LifeNet is a nonprofit organization that creates innovative solutions for the everyday health challenges facing Africa's poor. In 2012, LN launched our first health network in Burundi, East Africa, to build capacity of 10 local faith-based facilities through nurse training, management systems, and a holistic approach towards improving access to quality healthcare services.

We have rapidly expanded upon this foundation and now operate five country programs across Sub-Saharan Africa. Our goal is to improve clinical performance at our partner facilities and help them achieve financial sustainability through sound management practices, growth financing, and equipment supply programs.

The challenges in Uganda remain: with the significant majority of access to physicians and other qualified medical professionals centralized within Kampala, rural populations lack access to the quality of healthcare that is needed to save lives and prevent deaths. COVID-19 has only magnified these inequalities, but it has also shown the critical importance of maintaining access to essential health services.

LifeNet's Uganda country program serves as a hub of leadership and innovation for all of LifeNet's work across the continent. M&E, Digital Strategy Development, are all regional teams that are based in our country office. In this position, the candidate will drive exciting change, as LifeNet continues to pursue an ambitious and exciting expansion strategy over the coming years.

This position will hold the full responsibility for program objectives, partnership management, local and regional fundraising, recruiting, financial management, and day-to-day operations, along with the support of the Uganda leadership team. The Uganda Country Director is based full-time in Kampala, and reports directly to LN's Vice President of Programs at our US HQ in Washington, D.C.

### **Key Areas of Responsibilities:**

- Strategically lead, develop and direct the implementation of all aspects of the Uganda program to ensure high program quality and impact in the field
- Develop and properly spend down annual budget making sure there are proper financial controls
- As the leader of a Christian organization, the Country Director will set an example by leading and attending devotions and living a lifestyle which is compatible with LifeNet values
- Cultivate strategic donor relationships which lead to funding opportunities
- Write and implement annual country expansion plans
- Represent LN to all donors, project partners, other LN offices and divisions, local and national government, regional bodies, church representatives and non-governmental organizations
- Provide leadership, strategic direction and support in the development and implementation of local resource development, digital development, MEL and more

### **Recruitment Qualifications:**

- Commitment to, and passion for, LifeNet's vision and mission.
- Significant experience in leadership positions in either for-profit or nonprofit organizations; demonstration of leading a team to accomplish results.
- Demonstrated experience in relationship management.

- Strong written and oral communication skills in English required.
- Demonstrated budget management experience.
- Exceptional academic performance.
- Graduate studies in international development, public health, or relevant field preferred.
- Ability to travel internationally and domestically.
- Alignment with LifeNet's Christian identity and mission philosophy, with an ability to work with all denominations.
- Minimum three-year commitment, available from April 2021

## **Responsibilities:**

### SPIRITUAL LEADERSHIP

- Ensure that the Uganda office represents Christ well in all activities in a manner appropriate to the Uganda County context, with a reputation for integrity, stewardship and humility.
- Model a high standard of personal Christian leadership and integrity through lifestyle and work relationships, and provide spiritual guidance to staff on LN's Mission, Vision and Values.
- Participate in and lead regular prayer and devotional meetings.

### STRATEGIC LEADERSHIP AND RESULTS MANAGEMENT

- Ensure there is a documented annual country strategy and quarterly actions plans with clear, measurable short-term and long-term targets, and that these are aligned with LN's international strategies and goals.
- Facilitate and be accountable for execution and monitoring of these targets to a standard of excellence, reporting on a regular basis to the VP of Programs.
- Responsible for the collection and reporting of all KPIs, results, and stories at country and program levels.
- Reviewing country KPIs and financials on a monthly basis with both the Uganda program Leadership Team and VP of Programs.

### REPRESENTATION AND PARTNERSHIP MANAGEMENT

- Engage and build strategic alliances with appropriate local government bodies, major donor agencies, other NGOs, churches and media.
- Manage LN facility partnerships, including regular meetings with Bishops, Diocesan Health Coordinators, church officials, partnership agreements, and new partnership development. Oversee the position of Partnerships Officer to support these efforts.
- Visit partner facilities frequently to encourage, build relationships, and maintain vision.
- Ensure that the LN brand continues to be recognized as a mark of healthcare quality and is well-respected.
- Increase and develop strategic alliances with other organizations to facilitate funding bids.
- Maintain all LN country registration documents and other MOUs and keep them up to date.
- Actively seek local and regional funding opportunities.

### COUNTRY TEAM & OPERATIONS MANAGEMENT

- Promote LN's mission, vision and values and ensure they are the foundation of our program's strategies and work.
- Responsible for all Uganda full-time and part-time staff

- Directly supervise the LN Uganda Leadership Team, consisting of Operations, Finance, Partnerships, and Nurse & Management Team Leaders.
- Budget efficiently, analyze financials, ensure proper accounting, financial procedures and tax obligations are fulfilled. Oversee the position of Finance Manager to support these efforts.
- Ensure compliance with local laws and standards and represent LifeNet in court, if necessary.
- Responsible for all LN assets in country.
- Responsible for monitoring security situations, implementing and updating security protocols, and participating in available collaborative security meetings.
- Responsible for day-to-day administrative and operational tasks as necessary. Oversee the Operations Manager to support these efforts.
- Initiate staff capacity development or training as necessary.
- Support initiatives for member care and well-being as necessary.

#### COUNTRY EXPANSION AND NEW PROGRAM INITIATIVES

- Responsible for the program expansion into Kenya, to establish LN country functions and administration there.
- Be accountable for all aspects of programming in Kenya.
- Maintain responsibility over recruitment of team members, managing partnership agreements with facilities, maintaining financial control, and analyzing data and metrics on program progress in Kenya.
- Pursue and establish NGO Registration for LifeNet International in Kenya.
- Establish and build partnerships with relevant stakeholders in Kenya.

#### **Compensation and Benefits:**

- Competitive Salary
- Health Insurance
- Use of Designated Vehicle

#### **Application Instructions:**

- Cover Letter
- Updated CV
- Academic Documents (Degree, Transcripts)
- Two References
- Apply via email to **[LNurecruitment@LNinternational.org](mailto:LNurecruitment@LNinternational.org)** with the Subject Heading: "Job Application – Uganda Country Director"

**APPLICATION DEADLINE IS 5:00PM, 26 MARCH 2021**