



THE REPUBLIC OF UGANDA

## Ministry of Gender, Labour & Social Development

### JOB ADVERT

According to the UBOS 2024 census report, 1.7 million children aged 2-17 years, experience some form of functional difficulty. When children with disabilities below 2 years are included, the total figure is estimated to be above 2.2 million.

Children with disabilities and their families often experience poverty and social exclusion due to multiple, interrelated factors, including the additional costs of accessing health, education, and other essential services; a reduced ability to earn income resulting from caregiving responsibilities; and widespread stigma, prejudice, and a general lack of understanding about disability. Households with children with disabilities face significantly higher expenses than others, including for health services, transportation and education. Caregivers of children with disabilities often have reduced ability to work to earn an income.

To address the above challenges, the Ministry of Gender, Labour and Social Development together with partners has designed the National Child Disability Assistance Programme (NCDAP) aimed to provide comprehensive and integrated interventions for children with disabilities. The programme will be implemented in a phased manner to provide essential support for families of children with disabilities to enable their children access early screening/assessment, community based rehabilitation, assistive devices/technology, healthcare, advanced rehabilitation, education, proper nutrition and appropriate referral. The programme will specifically undertake the following;

- a) Establish a national system for early identification, screening and assessment of children with disabilities
- b) Provide regular and predictable incomes to households with children with severe disabilities.
- c) Improve social care and support systems for children with disabilities.

- d) Contribute to the development of a comprehensive and inclusive national social protection system.

The National Child Disability Assistance Programme (NCDAP) is aligned to NDP4, UN CRPD, AU Protocol, national Policy for Persons with Disabilities 2023, and Persons with Disabilities Act Cap 115 among others.

The MGLSD under the NCDAP invites suitable applicants to fill the positions below, to complement the existing National, regional and district level expertise in disability.

S/N	POSITION	# OF VACANCIES
1	<b>Senior Medical Rehabilitation Officer</b>	01
2	<b>Senior Social Protection Inclusion Officer</b>	01
3	<b>Senior Management Information Systems (MIS) Officer</b>	01
4	<b>Senior Monitoring, Evaluation and Learning (MEL) Officer</b>	01
5	<b>Disability Inclusion Officer</b>	01
6	<b>Accountant</b>	01
7	<b>Audiology Technician</b>	01
8	<b>Ophthalmic Clinical Officer</b>	01
9	<b>Occupational Therapist</b>	01
10	<b>Psychiatrist Clinical Officer</b>	01
11	<b>Speech And Language Therapist</b>	01

Interested eligible applicants should submit applications to **Email: [ncdap@mglsd.go.ug](mailto:ncdap@mglsd.go.ug)** Applications should include; a cover letter, current Curriculum Vitae, a copy of the National ID, and copies of Academic Certificates and Certified Transcripts, **not later than 1700hrs on Friday 22<sup>nd</sup> May, 2026.** Only shortlisted applicants will be contacted. Details of the job descriptions are attached, and can be accessed on the Official Ministry Website via the link <https://mglsd.go.ug/vacancies/>. Eligible Persons with Disabilities are encouraged to apply.

A. D. Kibenge  
Permanent Secretary

## **VACANT POSITIONS UNDER THE NATIONAL CHILD DISABILITY ASSISTANCE PROGRAMME**

### **1. SENIOR MEDICAL REHABILITATION OFFICER**

<b>Job title:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Commissioner Disability &amp; Elderly</b>
<b>Duty station:</b>	<b>National level with frequent field travel.</b>
<b>Responsible for: Audiologist,</b>	<b>Occupational therapist, Ophthalmologist, Speech &amp; Language Therapist, Psychiatrist.</b>

#### **Job Purpose;**

To provide strategic and technical leadership in the design, implementation and quality assurance in disability screening, assessment, medical rehabilitation including assistive technologies, management referral systems, case management, and coordination of disability rehabilitation stakeholders for improved outcomes.

#### **Key Duties and Responsibilities**

- Providing technical guidance in child disability screening, functional assessment, disability severity categorization, and referral systems.
- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with Disabilities
- Guiding in the development, review and evaluation of disability management standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, rehabilitation experts, MIS experts, among other duty bearers).

- Developing and operationalizing a comprehensive multi-sectorial partnership/referral framework for public and private rehabilitation service providers at different levels, for timely access to appropriate services by Persons with Disabilities.
- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, in terms of their critical roles in disability screening, assessment and rehabilitation for timely reporting and better outcomes.
- Conducting and implementing operational research on different disability prevention and rehabilitation approaches, including emerging disabling conditions and cost-effective rehabilitation approaches per category of disability.
- Guiding on integration of disability prevention and rehabilitation indicators in the different reporting frameworks in line with MOH and WHO standards
- Designing and implementing a risk management plan in the disability screening, assessment, referral and case management framework
- Mobilizing resources to supplement on the disability assessment and rehabilitation requirements of the Programme
- Mentoring staff at the Ministry and Local Government levels in the cost effective and quality disability screening, assessment and case management for improved outcomes
- Supplementing on the technical expertise to execute the Ministry's mandate of championing disability inclusion and reasonable accommodation frameworks across Government.
- Any other task as assigned

## **Qualifications**

- Bachelor's Degree in Medicine and Surgery.
- Masters qualification in any of the following: Public Health or Pediatrics, is a must.
- Post graduate qualification in disability studies is an added advantage

## **Experience**

- At least 10 years of professional experience in child health related work.
- This must include a minimum of 5 years' verifiable experience treating children with disabilities or rehabilitation programmes for children with disabilities
- Evidence on disability rehabilitation work experience (links, pictures,

reports, etc.) Should be attached as part of the application documents.

## **Competencies**

- Strong technical skills in rehabilitation and child disability.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Social protection for Persons with Disabilities
- Data use, analysis, and evidence-based planning.
- Policy and programme development.
- Stakeholder coordination and partnership management.

## **2. SENIOR SOCIAL PROTECTION INCLUSION OFFICER**

**Job title:** Senior Social Protection Inclusion Officer

**No. of vacancies** One (01)

**Reports to:** Commissioner Disability & Elderly

**Duty station:** National level with frequent field travel.

**Responsible for:** Disability Inclusion Officers

### **Job Purpose**

To lead in designing, implementing, and monitoring policies and programs aimed at reducing poverty, vulnerability, and social exclusion marginalized such as Children with Disabilities, Youth with Disabilities, Adults with Disabilities and Older Persons.

### **Key Duties and Responsibilities**

- Leading the design, review and implementation of child, older persons and disability-responsive social protection.
- Guiding on periodic reviews for integration of Persons with Disabilities of

- different age groups and Older Persons across the Government sectors.
- Developing and evaluating referral pathways (medical and non-medical) for effective multi-sectorial and multi-level rehabilitation services.
  - Supporting inclusion across sectors (health, education, social care, ICT) in line with Global, regional and national commitments.
  - Capacity building on disability inclusion and social protection for the vulnerable groups and those at risk among Older Persons and Persons with Disabilities.
  - Conducting, disseminating and implementing research recommendations on minimum inclusion and affirmative action requirements by Persons with Disabilities and Older Persons
  - Supporting development and review of policies and operational guidelines for improved welfare of Persons with Disabilities and Older Persons.
  - Conducting programme evaluations and performance reviews for improved programme outcomes.
  - Strengthening linkages between the Ministry and rehabilitation service providers.
  - Guiding on Strengthening management information system for the different programs for effective referral and meaningful inclusion
  - Mobilizing resources to expand disability and Older Persons inclusion programs and affirmative actions.
  - Strengthening implementation and reviews of the Community based disability inclusive development (CBDID) approaches

## **Qualifications**

- Bachelor's Degree in Social Sciences, Social Work and Administration, Community Based Rehabilitation, Social Gerontology or Disability Studies.
- Master's degree in Disability Studies or Social Gerontology is a must.
- Post Graduate qualification in M&E will be an added advantage

## **Experience**

- At least 10 years working experience on inclusion and rehabilitation of Persons with Disabilities and Older Person's related work.
- A minimum of 5 years of verifiable experience in designing and implementing CBDID approaches or social protection programs or research on vulnerable groups (Older Persons and Persons with Disabilities) is a must.

- Evidence on social protection or rehabilitation work/research experience (links, pictures, reports, etc.) should be attached as part of the application attachments.

### **Competencies**

- Disability inclusion and rights-based programming.
- Leadership and policy analysis.
- Programme design and review.
- Stakeholder engagement and advocacy.
- Strong facilitation and communication skills

### **3. SENIOR MANAGEMENT INFORMATION SYSTEMS (MIS) OFFICER**

<b>Job title:</b>	<b>Senior MIS Officer</b>
<b>No. of vacancies:</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Commissioner Disability &amp; Elderly</b>
<b>Duty station:</b>	<b>National level with district support functions</b>

### **Job Purpose**

To lead the design, administration, maintenance, and system upgrades/continuous improvement of programme Management information systems that support disability/beneficiary screening, assessment, targeting, registration, verification, enrolment, payment, complaints management, change management, reporting, and the ability to support complementary services while operating in a cyber secure environment , and high integrity to fully support the operations of the National Child Disability Assistance Programme.

### **Key Duties and Responsibilities**

- Designing and continuously reviewing, deploying, and managing programme databases to ensure that it captures, processes and produces all data and reports across the program core processes and manage digital

systems.

- Maintain a fully functional and up-to-date management information system that responds to the needs of the National Child Disability Assistance Programme processes
- Maintaining a secure and reliable and up-to-date database, backed up regularly
- Developing/automating and expanding the system dashboards, reporting to be automated analytical tools for efficiency and effectiveness as per programme needs.
- Conducting quarterly system needs assessment in collaboration with the M&E team and other programme users, improve the system with new requirements
- Conduct regular assessments to identify programme process and security gaps, inform the Commissioner Disability & Elderly with a proposed solution of implementation
- Capacity building for national and district level stakeholders in efficient and effective utilization of the MIS
- Conduct continuous system users support on the usage of the MIS
- Work with the M&E team to identify the programme data needs from other MDAs and MISs, and ensure the MIS is interoperable to meet the data exchange needs
- Conducting and reporting quarterly on data quality checks, systems audits, and user support, including hard and soft ware needs.
- Conducting/Installing minor upgrades and guiding on the major upgrades in a termly manner
- Generating system performance reports and recommended improvements in line with the programme data requirements.
- Mobilizing resources to expand the scope and coverage for MIS services of Child Disability Programming.
- Supporting trainings in troubleshooting, and coordinate, work closely with and supervise the contracted vendors to ensure they deliver as per agreed Terms-of-Reference (ToRs).
- Ensure compliance with legal requirements for data governance and confidentiality requirements.
- Any other task as assigned

## **Qualifications**

- Bachelor's Degree in Computer Science or Computer Engineering.
- Masters in Software Development, IT, Database Management is a must.

- Post Graduate Diploma in M&E will be an added advantage
- Advanced skills in Microsoft Office packages

## **Experience**

- A minimum of 10 years in designing or maintenance of management information systems.
- A minimum of 5 years of verifiable experience in designing and implementing and managing MISs for cash transfers and complex programmes & hardware programming is a must.
- A candidate with at least 3 years' verifiable experience in system reviews on Cash transfer systems is preferred.
- Experience in Windows Server (2008, 2012, 2016, 2019, 2022, and 2025), Linux Server administration and Managing Microsoft SQL Server.
- Evidence on work/research experience (links, pictures, reports, etc.) should be attached as part of the application documents

## **Competencies**

- Database design and administration.
- Systems analysis and troubleshooting.
- Data visualization, reporting tools and dashboard development.
- Networking Skills.
- Knowledge of IIS Web server and web applications.
- Information security and data protection.
- User support and training.

#### **4. SENIOR MONITORING, EVALUATION AND LEARNING (MEL) OFFICER**

<b>Job title:</b>	<b>Senior Monitoring, Evaluation and Learning Officer</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Commissioner Disability &amp; Elderly</b>
<b>Duty station:</b>	<b>National level with field travel.</b>
<b>Responsible for:</b>	<b>Monitoring and Evaluation Officer</b>

#### **Job Purpose**

To lead programme monitoring, evaluations, learning, and evidence generation for disability screening, assessment, rehabilitation, and inclusion interventions.

#### **Key Duties and Responsibilities**

- Developing and implementing M&E frameworks, log frames, and performance indicators.
- Designing data collection tools and quality assurance protocols.
- Coordinating baseline studies, reviews, evaluations, and operational research.
- Conducting data analysis and generate routine programme performance reports.
- Supporting learning reviews and adaptive programme management.
- Tracking child disability assessment outcomes, referrals, and rehabilitation follow-up.
- Mobilizing resources to expand the scope and coverage for M&E services Child Disability Programming.
- Strengthening district monitoring, reporting and supportive supervision systems.
- Supporting evidence dissemination and presentation to management and partners.
- Capacity building for national and Local Government stakeholders in the programme M&E framework
- Any other task as assigned

## Qualifications

- Bachelor's Degree in Statistics, Quantitative Economics, or Population Studies.
- Masters in M&E or Quantitative Economics or Statistics is a must.
- Post Graduate qualification in related field is an added advantage

## Experience

- A minimum of 10 years' experience in designing and implementing M&E frameworks for Social Protection Programmes is essential.
- A minimum of 5 years of verifiable experience in designing and implementing M&E Programmes for Persons with Disabilities is a must.
- A candidate with at least 3 years' verifiable experience in research for Child disability Programmes is preferred.
- Evidence on work/research experience (links, pictures, reports, etc.) should be attached as part of the application documents

## Competencies

- Quantitative and qualitative analysis.
- Research design and evaluation methods.
- Data quality assurance.
- Report writing and presentation.
- Results-based management.

## 5. DISABILITY INCLUSION OFFICER

<b>Job title:</b>	<b>Disability Inclusion Officer</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Commissioner Disability &amp; Elderly</b>
<b>Duty station:</b>	<b>National level with frequent field travel.</b>

## Job Purpose

To lead, coordinate and advise on strategies, policies and programs that ensure people with disabilities including Children and Older persons have full, equal and effective access to social livelihood/social protection programs, employment, facilities, services and participate effectively in all opportunities available to the public.

### **Key Duties and Responsibilities**

- Support in disability inclusion across all Government MDAs to provide expert guidance on accessibility standards, universal design, affirmative action and reasonable accommodation in line with domestic, regional and international legal frameworks.
- Support the team in the design, review and implementation of child, elderly and disability-responsive social protection programming.
- Guiding on periodic reviews for integration of Persons with Disabilities of different age groups and Older Persons across the Government MDAs.
- Support in capacity building and training on disability inclusion and social protection for Older Persons and Persons with Disabilities.
- Support mentorship and coaching to university students with Disability on inclusion, Disability rights, advocacy and life skills.
- Support in functional disability assessment to identify barriers to effective participation by persons with disabilities and recommend the appropriate reasonable accommodation and affirmative support needs.
- Support research, report writing, dissemination and implementation of recommendations on minimum inclusion, employment and affirmative action requirements by Persons with Disabilities and Older Persons
- Support targeted Disability policy formulation, review and implementation to ensure meaningful inclusion and effective participation by persons with disabilities and older persons in compliance with national, regional and international state obligations.
- Support in programme monitoring, evaluations and performance reviews for improved programme outcomes.
- Strengthening linkages between the Ministry and organizations of persons with Disabilities (OPDs), development partners, communities, universities and other key stakeholders.
- Support in field work and data collection of disability disaggregated data to influence inclusive planning, programming and implementation to ensure inclusive development
- Carryout such other tasks and activities assigned to him/her by the supervisor/commissioner.

## **Qualifications**

- Bachelor's Degree in Disability Studies, Community Based Rehabilitation, Human Rights, Law or Applied psychology.
- Master's degree in Disability Studies is an added advantage.
- A person with lived experience of disability is preferred

## **Competencies and knowledge:**

- Proficiency in the Social and Human rights models of Disability; UN CRPD and the Universal design principles
- Practical knowledge of Inclusive practices: reasonable accommodation, barrier analysis, inclusive recruitment and employability, affirmative action and accessibility.
- Disability inclusion and rights-based programming.
- Leadership and policy analysis.
- Programme design and review.
- Stakeholder engagement and advocacy.
- Strong facilitation and communication skills

## **6. ACCOUNTANT**

<b>Job title:</b>	<b>Accountant</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Commissioner Disability &amp; Elderly</b>
<b>Duty station:</b>	<b>National Head Quarters</b>

### **Job Purpose**

The Accountant will carry out financial management (FM) work in respect to all projects and programmes under the Department of Disability and Elderly. S/He will assist in management and monitoring of all the financial activities of the programmes in line with the international and the Government of Uganda (GoU) financial regulations.

### **Main duties and responsibilities**

- Process payments to service providers and remit statutory deduction to relevant authorities in accordance with operating guidelines.

- Prepare schedule of payments approved by the Head of Accounts indicating period taken to complete payment process.
- Perform monthly bank reconciliation and prepare reconciliation statements for review by the Head of Department
- Prepare staff payroll and statutory deductions for remittance to the relevant authorities
- Monitor the programmes' budgets, expenditures and costs and ensure control over funds use.
- Carry out analysis of payment requests and reconcile them with approved documentation including Local Purchase Orders (LPO) and contracts.
- Process and post payment invoices into financial management systems including IFMIS, PBS, E-CASH among others in line with approved work-plans.
- Generate summary of LPO in the financial management system on monthly basis, prepare reports on outstanding payments / obligations and extract periodic commitment control Reports.
- Update expenditure control cards for contractual payments and ensure no contract over-runs.
- Review reimbursement claims submitted by beneficiaries and project implementation unit and process payment in compliance with operational and financial procedures.
- Reviewing expenditure accountability documentation for completeness, adequacy and compliance with financial and operational guidelines.
- Perform monthly bank reconciliation and prepare reconciliation statements for review and approval.
- Participate in the preparation of periodic progress management reports in accordance with GoU and Specific Donor guidelines.
- Support preparation of annual statutory financial reports and accounts and audit processes
- Ensure timely retirement of all forms of accountabilities and advances through monthly reminders to the respective parties.
- Participate in the preparation of audit schedules and supporting documentation required for internal and external audits.
- Liaise with auditors and respond to audit queries in a timely and professional manner
- Participate in assets verification and stock taking exercises and update the programmes assets register and stores records as appropriate
- Any other duties as will be assigned from time to time.

## **Qualifications**

- Applicants should possess an Honors Bachelor's degree in Accounting or Finance, Commerce, Business Administration ALL with a major in accounting from a recognized University/Institution.
- Must possess a masters degree in Accounting or Finance.
- Must possess a Professional Qualification in Accountancy (e.g CPA, ACCA) and be Member of the Institute of Certified Public Accountants of Uganda (ICPAU).

## **Experience and Competencies**

- Minimum six (6) years of professional public/private sector experience in Finance and accounting.
- Proficient with Microsoft products (e.g. Excel, Access, word, PowerPoint, Outlook, Vision)
- Should have working knowledge of Government of Uganda Integrated Financial Management System (IFMS), Program Budgeting System (PBS) and other financial systems (e.g Sun, Oracle Financials, Navision).
- Excellent communication and report writing skills'
- Proven high degree of honesty, integrity and versatility.
- Must be prepared to work under pressure to meet tight project targets'
- Good Interpersonal Skills and ability to relate well with a multiplicity of stakeholders.

## **Deliverables**

- For the reports, the accountant should be in position to prepare the draft interim financial reports (IFRs) for submission to the FMS.
- Should be in position to prepare the draft annual financial statements for submission to the FMS
- Monthly report on outstanding invoices and payments to service providers.
- Maintained filing system of payment documentation.
- Updated advance register & listing of accountability from components.
- Monthly bank reconciliation statements.
- Payroll and update on statutory deduction returns.
- Updated assets register
- Monthly expenditure reports on motor vehicle and telephone usage.



## **7. AUDIOLOGY TECHNICIAN**

<b>Job title:</b>	<b>Audiologist Technician</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>Duty station:</b>	<b>National/ Regional field based support</b>

### **Job Purpose**

To provide foundational clinical expertise in hearing disability screening, assessment, diagnosis, treatment, rehabilitation, effective referrals/case management, and follow-up in consultation with other service providers, for timely and quality re/habilitation outcomes.

### **Key Duties and Responsibilities**

- Guiding on early identification protocols of hearing impairments at household/community level, and facility level assessments for timely management.
- Supporting prevention, screening, treatment, re/habilitation of auditory and vestibular difficulties among the targeted areas.
- Supporting alignment of diagnostics and prescriptions especially appropriate fittings for assistive hearing devices/technologies.
- Guiding caregivers/parents and CBR workers on preventive measures, improved hearing strategies and rehabilitation therapies per disability level.
- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with hearing Disabilities
- Guiding in the development, review and evaluation of hearing management standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, among other duty bearers).
- Developing and operationalizing a comprehensive multi-sectorial

partnership/referral framework for public and private rehabilitation service providers at different levels, for timely access to appropriate services by Persons with hearing Disabilities.

- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, and care givers in terms of their critical roles in screening, assessment and rehabilitation for timely reporting and better outcomes for targeted people with hearing disabilities.
- Guiding on emerging disabling conditions and cost effective rehabilitation approaches for persons with hearing disabilities.
- Guiding on integration of prevention and rehabilitation indicators for hearing impairments in the different reporting frameworks in line with MOH, MOES and WHO standards
- Designing and implementing a risk management plan in the screening, assessment, referral and case management framework for hearing impairments
- Mentoring Local Government and centers of Persons with Disabilities in cost effective and quality screening, assessment and case management for persons with hearing impairments
- Mobilizing resources to expand the scope and coverage of hearing rehabilitation services
- Any other task as assigned

## **Qualifications**

- Basic Diploma in Audiology.
- Other qualifications in disability assessments, neurology are essential.

## **Experience**

- At least 4 years of professional experience in diagnosis of hearing disorders and rehabilitation work for Persons with hearing disabilities.
- Experience must include a minimum of 2 years' verifiable experience working for children with hearing impairments in lower health facilities or on rehabilitation outreach programmes for children with hearing impairments in community settings. Evidence on disability rehabilitation work experience (links, pictures, reports, etc.) Should be attached as part of the application documents.

## Competencies

- Strong technical skills in rehabilitation especially child disability management.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Skills in application of Modern assistive technologies.
- Data management skills
- Reporting skills

## 8. OPHTHALMOLIC CLINICAL OFFICER:

<b>Job title:</b>	<b>Ophthalmic Clinical Officer</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>Duty station:</b>	<b>National/ Regional field based support</b>

### Job Purpose

To provide foundational clinical expertise in visual impairments screening, assessment, diagnosis, treatment, rehabilitation, effective referrals/case management, and follow-up in consultation with other service providers, for timely and quality re/habilitation outcomes.

### Key Duties and Responsibilities

- Guiding on early identification protocols of visual impairments at household/community level, and facility level assessments for timely management.
- Supporting prevention, screening, treatment, re/habilitation of visual and eye care difficulties among the targeted communities
- Supporting alignment of diagnostics and prescriptions especially appropriate fittings for assistive visual devices/technologies.
- Guiding caregivers/parents and CBR workers on preventive measures, improved visual and sight strategies and rehabilitation therapies per level

of impairment.

- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with visual Disabilities
- Guiding in the development, review and evaluation of sight and visual management standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, among other duty bearers).
- Developing and operationalizing a comprehensive multi-sectorial partnership/referral framework for public and private rehabilitation service providers at different levels, for timely access to appropriate services by Persons with visual Disabilities.
- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, and care givers in terms of their critical roles in screening, assessment and rehabilitation for timely reporting and better outcomes for targeted people with visual disabilities.
- Guiding on emerging disabling conditions and cost effective rehabilitation approaches for persons with visual disabilities.
- Guiding on integration of prevention and rehabilitation indicators for visual impairments in the different reporting frameworks in line with MOH, MOES and WHO standards
- Designing and implementing a risk management plan in the screening, assessment, referral and case management framework for visual impairments
- Mentoring Local Government and centers of Persons with Disabilities in cost effective and quality screening, assessment and case management for persons with visual impairments
- Mobilizing resources to expand the scope and coverage of visual rehabilitation services
- Any other task as assigned

## **Qualifications**

- Diploma in Ophthalmology.
- Other qualifications in disability assessments, neurology are essential.

## **Experience**

- At least 4 years of professional experience in diagnosis of People with

visual impairments and rehabilitation work for Persons with visual disabilities.

- Experience must include a minimum of 2 years' verifiable experience working for children with visual disabilities in lower health facilities or on rehabilitation outreach programmes for children with visual disabilities in community settings. Evidence on disability rehabilitation work experience (links, pictures, reports, etc.) Should be attached as part of the application documents.

## **Competencies**

- Strong technical skills in rehabilitation especially child disability management.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Skills in application of Modern assistive technologies.
- Data management skills
- Reporting skills

## **9. OCCUPATIONAL THERAPIST:**

<b>Job title:</b>	<b>Occupational Therapist</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>Duty station:</b>	<b>National/ Regional field based support</b>

### **Job Purpose**

To provide foundational clinical expertise in physical impairments screening, assessment, diagnosis, treatment, rehabilitation, improving daily living skills, independence, mobility, effective referrals/case management, and follow-up in consultation with other service providers, for timely and quality re/habilitation outcomes.

## Key Duties and Responsibilities

- Guiding on early identification protocols of physical and neurological impairments at household/community level, and facility level assessments for timely management.
- Supporting prevention, screening, treatment, re/habilitation of physical and neurological difficulties among the targeted categories.
- Supporting alignment of diagnostics and prescriptions especially appropriate fittings for assistive physical and neurological devices/technologies/supplies.
- Guiding caregivers/parents and CBR workers on preventive measures, improved mobility, independence, daily living skills set approaches, and rehabilitation therapies per level of impairment.
- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with physical and neurological impairments.
- Guiding in the development, review and evaluation of physical impairments management standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, among other duty bearers).
- Developing and operationalizing a comprehensive multi-sectorial partnership/referral framework for public and private rehabilitation service providers at different levels, for timely access to appropriate services by Persons with physical and neurological Disabilities.
- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, and care givers in terms of their critical roles in screening, assessment and rehabilitation for timely reporting and better outcomes for targeted people with physical disabilities.
- Guiding on emerging disabling conditions and cost effective rehabilitation approaches for persons with physical and neurological disabilities.
- Guiding on integration of prevention and rehabilitation indicators for physical and neurological impairments in the different reporting frameworks in line with MOH, MOES and WHO standards
- Designing and implementing a risk management plan in the screening, assessment, referral and case management framework for physical and neurological impairments
- Mentoring Local Government and centers of Persons with Disabilities in cost effective and quality screening, assessment and case management

- for children with physical and neurological impairments
- Mobilizing resources to expand the scope and coverage of physical and neurological rehabilitation services
- Any other task as assigned

## **Qualifications**

- Three years Diploma in Occupational therapy
- Other qualifications in disability assessments, neurology are essential.

## **Experience**

- At least 4 years of professional experience in diagnosis of People with physical and neurological impairments and rehabilitation work for Persons with physical and neurological disabilities.
- Experience must include a minimum of 2 years' verifiable experience working for children with physical and neurological disabilities in lower health facilities or on rehabilitation outreach programs for children with physical and neurological disabilities in community settings. Evidence on disability rehabilitation work experience (links, pictures, reports, etc.) Should be attached as part of the application documents.

## **Competencies**

- Strong technical skills in rehabilitation especially child disability management.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Skills in application of Modern assistive technologies/devices/rehabilitation supplies.
- Data management skills
- Reporting skills

## **10. PSYCHIATRY CLINICAL OFFICER:**

<b>Job title:</b>	<b>Psychiatry Clinical Officer</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>Duty station:</b>	<b>National/ Regional field based support</b>

### **Job Purpose**

To provide foundational clinical expertise in mental/intellectual/psychosocial/neurological impairments screening, assessment, diagnosis, treatment, rehabilitation, improving daily living skills, independence, effective referrals/case management, and follow-up in consultation with other service providers, for timely and quality re/habilitation outcomes.

### **Key Duties and Responsibilities**

- Guiding on early identification protocols of mental/intellectual/psychosocial impairments at household/community level, and facility level assessments for timely management.
- Supporting prevention, screening, treatment, re/habilitation of mental/intellectual/psychosocial difficulties among the targeted categories.
- Supporting alignment of diagnostics and prescriptions especially appropriate therapies and behavioral modifications for children with mental/intellectual/psychosocial/neurological impairments.
- Guiding caregivers/parents and CBR workers on preventive measures, improved treatment adherence, daily living skills set approaches, and rehabilitation therapies in line with the levels of impairment.
- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with mental/intellectual/psychosocial and neurological impairments.
- Guiding in the development, review and evaluation of mental/intellectual/psychosocial impairments management

standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, among other duty bearers).

- Developing and operationalizing a comprehensive multi-sectorial partnership/referral framework for public and private rehabilitation service providers at different levels, fortimely access to appropriate services by Persons with mental/intellectual/psychosocial and neurological Disabilities.
- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, and care givers in terms of their critical roles in screening, assessment and rehabilitation for timely reporting and better outcomes for targeted people with mental/intellectual/psychosocial disabilities.
- Guiding on emerging disabling conditions and cost effective rehabilitation approaches for persons with mental/intellectual/psychosocial and neurological disabilities.
- Guiding on integration of prevention and rehabilitation indicators for mental/intellectual/psychosocial and neurological impairments in the different reporting frameworks in line with MOH, MOES and WHO standards
- Designing and implementing a risk management plan in the screening, assessment, referral and case management framework for mental/intellectual/psychosocial I and neurological impairments
- Mentoring Local Government and centers of Persons with Disabilities in cost effective and quality screening, assessment and case management for children with mental/intellectual/psychosocial and neurological impairments
- Mobilizing resources to expand the scope and coverage of mental/intellectual/psychosocial and neurological rehabilitation services
- Any other task as assigned

## **Qualifications**

- Diploma in Clinical Psychiatry
- Other qualifications in disability assessments, neurology are essential.

## **Experience**

- At least 4 years of professional experience in diagnosis of People with mental/intellectual/psychosocial and neurological impairments and rehabilitation work for Persons with mental/intellectual/psychosocial and

neurological disabilities.

- Experience must include a minimum of 2 years' verifiable experience working for children with mental/intellectual/psychosocial/autism and neurological disabilities in lower health facilities or on rehabilitation outreach programs for children with mental/intellectual/psychosocial/autism and neurological disabilities in community settings. Evidence on disability rehabilitation work experience (links, pictures, reports, etc.) Should be attached as part of the application documents.

## **Competencies**

- Strong technical skills in rehabilitation especially child disability management.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Skills in application of Modern assistive technologies/ therapies and rehabilitation supplies.
- Data management skills
- Reporting skills

## **11. SPEECH AND LANGUAGE THERAPIST:**

<b>Job title:</b>	<b>Speech and Language Therapist</b>
<b>No. of vacancies</b>	<b>One (01)</b>
<b>Reports to:</b>	<b>Senior Medical Rehabilitation Officer</b>
<b>Duty station:</b>	<b>National/ Regional field based support</b>

### **Job Purpose**

To provide foundational clinical expertise in Speech, communication, and neurological impairments screening, assessment, diagnosis, treatment, rehabilitation, effective referrals/case management, and follow-up in consultation with other service providers, for timely and quality re/habilitation outcomes.

### **Key Duties and Responsibilities**

- Guiding on early identification protocols of Speech, communication, and neurological impairments at household/community level, and facility level assessments for timely management.
- Supporting prevention, screening, and treatment, re/habilitation of Speech, communication, and neurological difficulties among the targeted categories.
- Supporting alignment of diagnostics and prescriptions especially appropriate therapies and behavioral modifications for children with impairments.
- Guiding caregivers/parents and Speech, communication, and neurological CBR workers on preventive measures, improved Speech, communication, and neurological rehabilitation therapies in line with the levels of impairment.
- Providing leadership in the design and implementation of multi-level and multi-stakeholder rehabilitation interventions for Persons with Speech, communication, and neurological impairments.
- Guiding in the development, review and evaluation of Speech, communication, and neurological impairments- management

standards/operational approaches for different stakeholders (parents/guardians, centers, schools, Health facilities, among other duty bearers).

- Developing and operationalizing a comprehensive multi-sectoral partnership/referral framework for public and private rehabilitation service providers at different levels, for timely access to appropriate services by Persons with Speech, communication, and neurological Disabilities.
- Capacity building of relevant Ministries, Departments, Agencies, Local Governments and Civil Society including Child Homes/Centers, and care givers in terms of their critical roles in screening, assessment and rehabilitation for timely reporting and better outcomes for targeted people with Speech, communication, and neurological disabilities.
- Guiding on emerging disabling conditions and cost effective rehabilitation approaches for persons with Speech, communication, and neurological disabilities.
- Guiding on integration of prevention and rehabilitation indicators for Speech, communication, and neurological impairments in the different reporting frameworks in line with MOH, MOES and WHO standards
- Designing and implementing a risk management plan in the screening, assessment, referral and case management framework for Speech, communication, and neurological impairments
- Mentoring Local Government and centers of Persons with Disabilities in cost effective and quality screening, assessment and case management for children with Speech, communication, and neurological impairments
- Mobilizing resources to expand the scope and coverage of Speech, communication, and neurological rehabilitation services
- Any other task as assigned

## **Qualifications**

- A minimum Diploma in Speech and language therapy or diploma in ENT with a training speech therapy or a degree in speech and language therapy.
- Other qualifications in disability assessments, neurology are essential.

## **Experience**

- At least 4 years of professional experience in diagnosis of People with Speech, communication, and neurological impairments and rehabilitation work for Persons with Speech, communication, and neurological

disabilities.

- Experience must include a minimum of 2 years' verifiable experience working for children with Speech, communication, and neurological disabilities in lower health facilities or on rehabilitation outreach programs for children with Speech, communication, and neurological disabilities in community settings. Evidence on disability rehabilitation work experience (links, pictures, reports, etc.) Should be attached as part of the application documents.

## **Competencies**

- Strong technical skills in rehabilitation especially child disability management.
- Coaching and Capacity Building.
- Disability screening and assessment protocols
- Skills in application of Modern assistive technologies/ therapies and rehabilitation supplies.
- Data management skills
- Reporting skills