

Maternal Health Program & Impact Manager

S.O.U.L. Foundation

Position Location: Bujagali Falls, Jinja District, Uganda

I. Organization Overview:

Since it was founded in 2009, S.O.U.L. (Supporting Opportunities for Ugandans to Learn) Foundation has worked to foster sustainable and vibrant Ugandan communities with a focus on education, women's empowerment, food security, and maternal health. Today, we work in 14 communities across two districts, impacting 9,000 Ugandans.

In 2014, we launched our innovative Maternal Health Network (MHN) to increase maternal health education and access to quality healthcare for families in rural communities in order to reduce undue maternal and newborn deaths. This remains a top priority for S.O.U.L. Foundation. Our MHN is based on the three delays model, which identifies the following three "delays" that rural Ugandan women face in access critical maternal healthcare: 1) the delay in seeking care, 2) the delay in reaching care, and 3) the delay in receiving adequate care. In concurrence, the MHN has three key stages addressing these delays.

The first stage of the MHN combats lack of health education through our Antenatal Education Center (AEC). The AEC maternal health education class began in October 2015 to educate women on the importance of delivering in a health facility, what to expect during pregnancy, and how to care for a newborn. We anticipate that the Center will graduate over 700 women and men by the end of 2016. This stage also includes training of village health teams (VHTs) on data collection and various maternal health topics.

The second phase of the program focuses on building alternative transport and communication networks to break down the delay in reaching medical care. It will include a mobile platform that, in addition to being a network for continued health education, will connect to an emergency transport system that rural women can access at any time in the event of pregnancy complications or the onset of labor.

The third phase of the MHN involves the creation of a Birthing Center and training facility to dually address the delay in reaching the health center, as well as the delay in receiving adequate care once arrived at the facility. This facility will embody the mission of S.O.U.L. Foundation by providing subsidized, beneficiary-centered services through a shared community investment plan.

In alignment with the growth within our maternal health program, we are prioritizing improving our cross-program monitoring and evaluation (M&E) processes and procedures in order to better track and demonstrate our impact.

US Office

S.O.U.L. Foundation, Inc.
1031 33rd Street Suite 174
Denver, Colorado 80205
United States of America

Uganda Office

S.O.U.L. Foundation, Inc.
Bujagali Falls Village
Kyabirwa-Jinja District
Uganda

II. Position Overview:

The Maternal Health Program and Impact Manager will help manage S.O.U.L. Foundation's Maternal Health Network (MHN) in partnership with staff, residents, health officials, and other local stakeholders. S/he will continue to develop and implement the program in accordance with the maternal health strategic plan. Ultimately, s/he will seek to address the three delays and reduce undue maternal and newborn deaths in the Jinja and Iganga Districts.

The Manager will also be responsible for helping further design, develop, and implement the monitoring and evaluation (M&E) of our program areas: education, women's empowerment, food security, and maternal health. S/he will work closely with our leadership team to better conceptualize and measure our impact across all program areas. In doing so, s/he will help establish our organization for sustained growth. The Manager will work closely with staff, beneficiaries, and partners throughout Uganda to help create, streamline, and institutionalize these processes. As part of such, the Manager will be instrumental in training other staff members in M&E vision and implementation and facilitating organizational learning and innovation.

III. Primary Responsibilities:

The Maternal Health Program & Impact Manager will be responsible for a number of duties, *including but not limited to* the below. Please be aware that the job may change and grow over time in ways the organization sees fit.

A. Maternal Health Program Management/Evaluation:

- Manage, monitor, and evaluate the day-to-day operations of the MHN projects.
- Assist in the planning phases for new program components, including consulting with partners and stakeholders such as the District Health Office.
- Develop a workplan for Stage 2 ICT-based interventions, including visual and oral materials and persuasive tools appropriate for the audience that is S.O.U.L.'s community partners.
- Further develop the project framework around Stage 3 interventions to help women receive increased access to quality care through a Birthing Center and possible training facility.
- Work with other M&E and programmatic staff to track program outcomes and outputs according to program goals and objectives, making recommendations for improvements where necessary.
- Oversee and facilitate the implementation of the MHN in the Iganga District.

B. Outreach and Communications:

- Mobilize community members, village health teams (VHTs), health workers, and other appropriate organizations, councils, agencies, etc. for the continued participation and support of the MHN and its objectives.

US Office

S.O.U.L. Foundation, Inc.
1031 33rd Street Suite 174
Denver, Colorado 80205
United States of America

Uganda Office

S.O.U.L. Foundation, Inc.
Bujagali Falls Village
Kyabirwa-Jinja District
Uganda

- Initiate positive relationships with key community and district stakeholders to create buy-in for each component of the program, particularly the third stage.
- Support S.O.U.L. staff in framing future stages of the MHN for current and prospective donors, creating language for marketing and communications materials, grant proposals, and grant reports. Use a strong understanding of the program to manage grant proposals and reports as needed.

C. Cross-Program Monitoring and Evaluation:

- Develop and/or update, with other staff, robust logical frameworks and associated monitoring and evaluation (M&E) plans for each of S.O.U.L.'s program areas (education, women's empowerment, food security, and maternal health).
- Design appropriate evaluation tools (surveys, focus group discussions, etc.) to implement S.O.U.L.'s M&E plans.
- Utilize tools to regularly gather, clean, and analyze routine program data.
- Work with Uganda and U.S. staff to synthesize and effectively communicate programmatic impact, successes and failures, making recommendations for improvement where needed.
- Institutionalize M&E collection, storage and reporting with staff.
- Conduct trainings with staff members to build individual M&E capacity.

D. Other:

- Exercise leadership on the S.O.U.L. team, including overseeing, mentoring, and encouraging a number of staff members.
- Live and work in S.O.U.L.'s rural partner communities, developing relationships with community members and other local stakeholders.
- Be willing and able to take on other tasks as required and appropriate.

IV. Qualifications:

Required:

- Minimum of a Bachelor's degree in a relevant field (i.e. public health, international development, etc.).
- 2-3 years of related professional experience working with health programs and designing and implementing M&E plans for similar programs/organizations, preferably in Uganda.
- Familiarity with the maternal health and healthcare field, including an understanding of systemic development challenges and proposed approaches.
- Strong M&E skills and statistical/analytical skills with the ability to effectively deduce conclusions from data.
- Excellent computer skills, especially in software for data analysis (e.g., STATA, SAS, Mathematic, SPSS), and Microsoft Office. Experience with Salesforce highly preferred.
- Strong familiarity with Uganda, preferably the Jinja and Iganga Districts, and/or other parts of Africa.

US Office

S.O.U.L. Foundation, Inc.
1031 33rd Street Suite 174
Denver, Colorado 80205
United States of America

Uganda Office

S.O.U.L. Foundation, Inc.
Bujagali Falls Village
Kyabirwa-Jinja District
Uganda

- Excellent cross-cultural, interpersonal skills and ability to work with a variety of stakeholders across multiple cultures, backgrounds, and situations.
- Experience implementing a community-led development model in a developing country context with a respect for local knowledge.
- Excellent oral and written communication skills.
- Ability to take initiative and work well under pressure to meet deadlines.
- Reliable, self-motivated, and dynamic.
- Ability to work in a team and form productive, supportive and professional relationships with all staff.
- Commitment to S.O.U.L. Foundation's mission and vision.
- Ability to work from Bujagali Falls, Jinja District, Uganda.

Strongly Preferred:

- Master's degree in a relevant field.
- Experience training others in M&E techniques.
- Experience running random control trials (RCTs).
- Experience in a number of sectors (e.g., education, economic empowerment, and maternal health) that pertain to S.O.U.L. Foundation's work.

V. Compensation and Benefits:

Compensation is commensurate with experience. Transportation may also be provided.

On an annual basis, the Maternal Health Program and Impact Manager will receive nine public holidays that follow the Uganda calendar; six paid personal or sick days; and just under two weeks of pre-scheduled, paid vacation time around the Christmas holidays. There is also an opportunity for the employee to take up to two extra weeks mid-year/per year as unpaid leave.

VI. How to Apply:

To apply, please send your resume, cover letter, and a professional writing sample to jobs@souluganda.org by October 21, 2016. Interviews may begin sooner.

US Office

S.O.U.L. Foundation, Inc.
1031 33rd Street Suite 174
Denver, Colorado 80205
United States of America

Uganda Office

S.O.U.L. Foundation, Inc.
Bujagali Falls Village
Kyabirwa-Jinja District
Uganda