

JANUARY 17, 2025



SOCIAL BEHAVIOR CHANGE OFFICER (1 POSITION)

DEPARTMENT: SOCIAL BEHAVIORAL CHANGE
REPORTS TO: SOCIAL BEHAVIOR CHANGE COORDINATOR
DUTY STATION: WAKISO
CONTRACT: TEMPORARY- 3 MONTHS

START DATE: FEBRUARY 2025

WHO WE ARE

Population Services International (PSI) Uganda is a public health international non-profit organization that works to improve the health and lives of Ugandans. By approaching care from the consumers' perspective, PSI Uganda provides life-saving information, products, and services to tackle some of the country's most pressing health problems so that people can lead healthier, happier, and more productive lives. Using the market development approach and targeted social behavior change, PSI Uganda works to shift policy and funding, shape mixed health systems, and strengthen the public and private health sector across the country. Our work complements that of our line ministry, the Ministry of Health (MoH) and other implementing partners. Our origins in sexual and reproductive health (SRH) have grown into a broader mission. For the past two decades, we have implemented various programs in maternal and child health,



urban health, HIV/AIDS, WASH, malaria, digital health, social business, supply chain management of health commodities, among others. Increasingly, we work with consumers, local communities, market actors (private sector) and the Government of Uganda (through the MoH) to diagnose problems together, generating insights to design solutions that strengthen Uganda's healthcare system for the long term.

Join us!

We are looking for a suitable candidate to take on the role of **Social Behavior Change Officer**.

1. **Job Summary:** The Oversee the implementation of the Sexual and Reproductive Health services including self-care service delivery prototypes and quality standards within the public and private health facilities.
2. Plan, supervise, implement, and report all Social Behavioral Change and Communications (SBCC) efforts to improve SRH services uptake in all districts of implementation.
3. Track and document event processes, results, and learnings to ensure data to action for adaptive implementation.

Your contribution:

1. Lead the implementation of the demand creation /social behavioral change strategy to drive demand for SRH and FP services including DMPA-SC self-injection in the districts of operation. This shall include supportive supervision and capacity building for the Village Health Teams/VHTs, demand general focal persons and monitoring the effectiveness of the different referral channels.
2. Map, plan, execute and report on all below the line activations within the implementation districts. This shall include collaborating with partners and demand generation focal persons supporting the various health facilities.
3. Lead the implementation and adherence to the PSI quality assurance protocols at both public facilities resulting in improved quality of service to Sarah.
4. Liaise with facility in charges, service delivery and demand generation focal persons to align activation schedules for efficiency and effectiveness based on a facility readiness checklist for selection and scheduling of the activations.
5. Train health providers in DMPA-SC Self injection as well counselling for choice and building empathy for clients to support women to self-inject across the different delivery channels (public and private facilities) and mentorship on other FP methods for informed choice.
6. Work closely with the district and health facility FP focal persons to plan, forecast, order and account for the FP commodities at private and public facilities.
7. Leverage events to conduct support supervision/mentorship visits to service providers in these identified health facilities to ensure quality, informed choice and client safety during service provision.
8. Establish and maintain strategic relations with DISC's implementing partners at district level such as the district health management team, and relevant local partner organizations to support the implementation of activities.
9. Support the planning and implementation of district/partner performance meetings with trained health providers/facilities to review evidence and learnings; and participate in coordinated and harmonized SRH interventions in the districts in line with project objectives.



10. Monitor and utilize data to support the execution of events to improve productivity; and contribute to the documentation of key learnings and evidence that will add to the knowledge base on DMPA-SC for self-injection.
11. Prepare and submit periodic activity progress reports (e.g. district, and internal review reports), learnings, and best practices on all SRH interventions and contribute to the documentation of evidence that will add to the knowledge base on SBC and FP service delivery.
12. Prepare and submit monthly and annual work plans and budgets for the execution of all project activities in the implementation districts.

Qualifications and Experience:

- A Diploma in Clinical Medicine, Nursing, or Midwifery **OR**
- Bachelor's degree in social sciences, public health or Humanities, Business administration **AND**
- 3-5 years' experience working in multi-method FP programming at health facility level.
- Sustained supply of commodities and SRH products in the participating facilities.

Key competencies:

- Participating facilities in the public sector successfully hold community engagement activities achieving the set reach objectives.
- Community engagement event schedules developed, executed, implemented, monitored, and tracked with regular reports documenting learnings and action plans for adaptive implementation.
- Consistent and accurate reporting from the below the line events held and daily FP service delivery and data analyzed for insights to aid adaptive implementation.
- Quality and client safety ensured service provision during the below the line events supported by an events service provision checklist.
- Increased productivity during the events providing self-injection of DMPA SC and other family planning methods based on data and learning.
- Active collaboration and networking with DISC's implementing partners at district level, district health management team, and existence of functional referral system with the public sector for the private sector facilities.
- Sustained supply of commodities and SRH products in the participating facilities.

The Candidate we hire will embody PSI's corporate values:

- **Measurement:** Evidence, research. metrics and evaluation inform our choices.
- **Pragmatism:** We strive for excellence, but useful and timely are better than perfect
- **Honesty:** We act with integrity, share what we achieve, and admit when we fail
- **Collaboration:** Active partnering drives impact
- **Trust:** We have confidence in our people to make good decisions
- **Commitment:** We build local capacity and programs that last.

Prospective candidates are kindly requested to complete the application form available at



<https://psiu.hrmagic.co/careers> and attach the following;

1. Updated Curriculum Vitae
2. Cover letter with inclusion of your salary expectation
3. Certified academic documents

Please note, that all attachments should be in PDF format.

The deadline for receiving applications is Friday, January 31st, 2025.

Applications received will be reviewed on a rolling basis, so we encourage you to submit your application as soon as possible.

Only shortlisted candidates will be contacted.

PSI is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of actual or perceived race, religion, color, sex, age, national origin, disability, sexual orientation, marital status, personal appearance, matriculation, political affiliation, family status or responsibilities, gender identity or expression, pregnancy, childbirth, related medical conditions or breastfeeding, genetic information, amnesty, veteran, special disabled veteran or uniform service member status or employment status.

Please note PSI Uganda does not solicit funds during any recruitment process

