



JOB TITLE: GROWTH & ENGAGEMENT OFFICER - WEST NILE

ORGANISATION: Healthy Entrepreneurs Uganda

DUTY STATION: Uganda, Kampala, Industrial Area/Bugolobi

About Healthy Entrepreneurs

Healthy Entrepreneurs (HE) is a social enterprise based in Uganda (and several other countries). HE aims to improve the access to basic health care for people living in rural and remote communities (84% of the population). HE recruits and trains VHTs or Community Health Workers who have entrepreneurial spirits and skills. They pay a commitment fee and are provided with the tools and products to become Community Health Entrepreneurs (CHEs), serving their communities by selling reliable and affordable health products and services, educating communities and providing access to a doctor-at-distance. Community Health Entrepreneurs serve their communities with basic health care while earning an income. HE trains them on health topics and business skills and provides them with a starter kit on credit to start their micro-business in basic health products and services (including a doctor-at-distance). The money they make they can reinvest by buying new products to sell and repaying their loan. HE is implementing its franchise model via more than 10000 Community Health Entrepreneurs (our customers) in 60 districts of Uganda today. We are growing towards a network of 20.000 customers, serving 95% of rural Uganda by 2024.

If you would like to make a difference in the lives of many and have a passion for stakeholder management, recruitment and training, and speak one or more languages spoken in West Nile, Healthy Entrepreneurs Uganda offers you a unique professional opportunity.



For more information about Healthy Entrepreneurs, look at our website www.healthyentrepreneurs.nl

DUTIES & RESPONSIBILITIES:

The Growth and Engagement Officer is part of our team responsible for inception and stakeholder management in our districts, recruitment & selection of potentially successful new **Community Health Entrepreneurs (CHEs)** and their training before they join our network of agents.

Inception, recruitment & selection of new Community Health Entrepreneurs (CHEs)

- To introduce and present the Healthy Entrepreneurs concept to potential CHEs, district officials, local council officials and partner organizations.
- Build mature relationships with District Health Officials and other local stakeholders.
- To manage the recruitment process of new CHEs at various stages.
- To interview, assess and select new potential CHEs for our network according to HE criteria.
- To find new methods and technologies to improve recruitment and present recommendations to management.

Training of new Community Health Entrepreneurs

- To effectively train and empower those Community Health Workers who are selected to become successful micro-entrepreneurs.
- To conduct Healthy Entrepreneurs training programmes according to the HE formats, needs of our customers, guidelines set by Ministry of Health and meet the set training targets.
- To design, improve and expand training programmes based on the needs of Healthy Entrepreneurs and our customers.
- To amend and revise training programmes to adapt to changes occurring in the work environment.
- To assist managers and fellow trainers to solve training problems encountered.
- To find new methods and technologies to improve training of our CHEs and in the workplace and presenting recommendations to management.

Training of staff

- To (together with HR) further develop and host effective training programmes for (new) staff as per the goals and objectives of Healthy Entrepreneurs.

Planning and reporting



- To plan and coordinate the recruitment and training activities for new districts and counties and Community Health Entrepreneurs.
- Work closely with other departments within HE, especially with Sales.
- To consider the costs of planned training programs and keep within available budgets.
- To calculate the Return on Investment (ROI) of the trained customers by assessing their understanding and implementation of the Healthy Entrepreneurs model.
- To monitor and review the progress of the trained customers.

WORK EXPERIENCE

- A minimum of 2 years working experience in Health, Social works, Sales, or Human Resources Management, Education and Training or Psychology.
- Experience in Health, Medical or Pharmaceutical fields is recommended.
- Relevant experience with recruitment and training of adults; preferably in remote areas will be an advantage.
- Experience working with VHTs at district level and knowledge of the VHT curriculum is an advantage.

SKILLS REQUIRED:

The future candidates will need to possess:

- The future candidate should have a good understanding of the concept of social enterprise and entrepreneurship.
- Effective training skills and a passion for it.
- Interpersonal skills that enable you to work well with the team and motivate customers to change their attitudes where necessary.
- Initiative, proactive, motivated, and energetic and innovative mindset.
- Excellent written and spoken communication skills.
- Very good team player, yet able to work independently.
- Organizational and planning skills to manage your time and activities to meet deadlines.
- Interest in continuous learning and development to improve individual knowledge and skills.
- Transparent, trustworthy and accountable.

QUALIFICATIONS:

- Bachelor's degree or equivalent in Business, Social Work, Education, Health or Sales Related fields, or alternatively a Diploma in Pharmacy / Nursing/Clinical medicine.
- Fluency in one (or more) of the following languages:
 - Lugbarati, Kakwa, Maditi(vivi), Okebu/Ndo, Alur (West Nile)
- Fluency in Luganda or any additional Ugandan language is an advantage.
- Fluency in English both written and verbal



- Solid knowledge of computer software (MS Office)
- Knowledge in medical and/or pharmaceutical fields will be an advantage.

Date: September 22nd 2023

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