



<u>Position Title:</u>	<u>Quality Improvement Officer</u>
Reports to:	Technical Services Manager
Job Location:	Geita
Employment Type:	Full-time
Travel:	Up to 70% in intervention districts outside of job location

Position Summary

The Quality Improvement (QI) Officer enhances capacity and mentors quality assurance and continuous quality improvement for health management teams and facilities, ensuring adherence to national QI frameworks. S/he collaborates with various teams, such as HIV/AIDS, TB/HIV, and lab services, to streamline the design, implementation, and monitoring of QI activities. The officer ensures all facilities have active QI teams and follow national guidelines for facility and community-based activities.

Roles and Responsibilities:

- Develop, execute, and oversee regional QI work plans under the guidance of the regional manager and with technical support from the Technical Advisor - QI & Capacity Building.
- Partner with MOH to improve the abilities of regional and district health management teams and healthcare workers in quality enhancement for HIV/AIDS and TB care, PMTCT, VMMC, PrEP, and DREAMS activities.
- Strengthen the ability of all technical staff to incorporate QI principles into their tasks and across all supported indicators.
- Collaborate with facility and community coordinators to integrate QI principles in routine supervision, conduct regular site performance measurements, analyze QI data, provide feedback to site staff, CHMT, and RHMT, and participate in site-level QI meetings.
- Offer direct technical support and mentorship to health facilities for continuous quality improvement, change models, and system enhancements.
- Guide health facilities on using QI tools like flow charts, fishbone diagrams, driver diagrams, and decision matrix analysis for system and process improvement.
- Supervise site-level training and capacity-building efforts to implement quality improvement activities, coordinating with QI TOTs to effectively train ICAP staff.
- Lead initiatives to perform site-specific assessments of quality improvement capacity and monitor district and health facility QI activities.
- Manage data collection and feedback activities related to quality improvement efforts.
- Ensure regular QI meetings at the site level with the responsible site support officers attending.
- Carry out any other duties assigned by the supervisor.

Qualifications, Knowledge, and Skills:

- **Required Education:** Master's degree or higher in the following fields: Public Health, Epidemiology, Biostatistics, or related discipline
 - **Preferred:** Additional medical degree (MD, MBBS, or equivalent)



- **Required Technical Experience:** Minimum three years of proven experience in designing and implementing quality improvement activities in HIV care and treatment programs, including support to R/CHMTs and health facilities through donor-funded organizations.
 - **Preferred:** Familiarity with PEPFAR-funded HIV programs
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili required.
- Strong communication and project management skills as well as program implementation, data summary and presentation skills

To apply please visit: <https://icapacity.icap.columbia.edu>