KAMUZU UNIVERSITY
OF HEALTH SCIENCES

LEARNING CENTRE FOR QUALITY MANAGEMENT

VACANCY ANNOUNCEMENT

Program Summary

The Learning Centre for Quality Management (LCQM) is a Centre of Excellence at Kamuzu University of Health Sciences (KUHeS). As a regional hub for excellence, the LCQM is dedicated to strengthening healthcare systems across Southern Africa. With a focus on enhancing the quality of healthcare delivery, the Centre promotes evidence-based practices through capacity building, research, and knowledge management.

Collaborating with local and international partners, the LCQM fosters a sustainable, people-centred approach to healthcare, addressing critical challenges within health systems and driving impactful solutions across the region.

With funding from the Bill & Melinda Gates Foundation, the LCQM is conducting research to evaluate the integration of health screening and chronic care services (HIV, NCDs, Mental Health, TB), alongside Maternal, Newborn, and Child Health (MNCH) services. This pilot initiative is being implemented in selected facilities in Rumphi and Nkhotakota by the Ministry of Health and its partners.

To achieve these, **LQCM Project** is inviting suitably and qualified candidates to fill the following vacant positions:

1. **Pre- Doctoral Fellow - Economic Evaluation Focus (1 Position).**

Department	:	Learning Centre Research Unit
Responsible to	:	Principal Investigator
Type of contract	:	2 year-fixed contracts
Location	:	Rumphi or Nkhotakota

Role Overview:
The Pre-Doctoral Fellow for Cost-Effectiveness Analysis will lead economic evaluations of the integration initiative. The Fellow will gain hands-on experience in cost-effectiveness analysis, including decision modeling, and receive on-the-job training and access to specialized short courses to deepen their expertise.

Key Responsibilities:
- Develop frameworks for cost-effectiveness analysis, incorporating decision analytic modeling (e.g., Markov models, decision trees).
- Collect, clean, and analyze cost and outcome data from health facilities.
- Conduct sensitivity analyses to assess the robustness of findings.
- Collaborate with interdisciplinary teams to generate actionable insights for policymakers.
- Draft high-quality manuscripts and contribute to the dissemination of findings through reports and policy briefs.

Job Requirements:
- **Education:** MSc in Economics, Health Economics, Statistics, or a closely related field.
- **Technical Skills:** Proficiency in programming and statistical software such as Stata, R, or Python; familiarity with economic modeling tools is an advantage.
- **Experience:** Prior experience in economic evaluations, cost-effectiveness analysis, or health policy research is desirable but not required.
- **Core Competencies and abilities:**
  o Strong analytical and problem-solving skills.
  o Effective communication skills to engage with diverse stakeholders.
  o Proven ability to collaborate effectively within multidisciplinary teams.
  o Ability to handle multiple tasks and deliver on time in a dynamic work environment.
  o High degree of reliability and accountability in producing high-quality work.
- **Flexibility:** Willingness to spend a substantial portion of the contract period at Rumphi or Nkhotakota districts, engaging closely with local teams and stakeholders.

2. **Pre- Doctoral Fellow- Economic Evaluation – Discrete Choice) - 1 Position**

Department	:	Learning Centre Research Unit
Responsible to	:	Principal Investigator
Type of contract	:	2 year-fixed contract
Location	:	Rumphi or Nkhotakota

Role Overview:
The Pre-Doctoral Fellow for Discrete Choice Experiments will focus on developing, implementing, and analyzing DCE studies to understand preferences for integrated healthcare services among service users and providers.

Key Responsibilities:

- Design and administer Discrete Choice Experiments to evaluate preferences for healthcare services.
- Collect, clean, and analyze DCE data using advanced econometric models.
- Develop user-friendly tools to present findings to policymakers and stakeholders.
- Collaborate with interdisciplinary teams to integrate DCE findings into broader economic evaluations.
- Contribute to drafting high-quality manuscripts and policy briefs.

Job Requirements:

- **Education:** MSc in Economics, Health Economics, or Statistics with a strong interest in preference modeling.
- **Technical Skills:** Proficiency in econometric modeling, particularly for DCE analysis, and statistical software such as Stata, R, or Python.
- **Experience:** Prior experience with DCEs or other preference modeling techniques is highly desirable.
- **Core Competencies:**
  - Strong analytical and problem-solving skills.
  - Effective communication skills to present complex concepts to diverse audiences.
  - Proven ability to work effectively within multidisciplinary teams.
  - High degree of reliability and accountability in producing high-quality work.

3. **Pre-Doctoral Fellow - Impact Evaluation (Econometrics Focus) – 1 Position**

Department	:	Learning Centre Research Unit
Responsible to	:	Principal Investigator
Type of contract	:	2 year-fixed contract
Location	:	Rumphi or Nkhotakota

Role Overview:

The Pre-Doctoral Fellow for Impact Evaluation will play a pivotal role in designing and implementing the impact evaluation for this transformative initiative. Working closely with an interdisciplinary team, the Fellow will utilize robust econometric techniques to assess the program's outcomes and contribute to advancing healthcare policy and research. This position offers an exceptional platform for professional growth, with opportunities to transition into a PhD program.

Key Responsibilities:

- Design and implement quasi-experimental evaluations, including difference-in-differences, instrumental variable approaches, and propensity score matching.
- Manage and analyze large-scale datasets from health facilities and service users.
- Develop econometric models to estimate intervention impacts on service utilization, health outcomes, and efficiency.
- Collaborate with multidisciplinary teams of economists, implementation scientists, and policymakers to ensure robust analysis and meaningful application of findings.
- Draft high-quality manuscripts for publication in peer-reviewed journals and contribute to policy briefs and reports.

Job Requirements:

- **Education:** MSc in Economics, Statistics, or a closely related field.
- **Technical Skills:** Proficiency in advanced econometric techniques and statistical software such as Stata, R, or Python.
- **Career Aspirations:** Demonstrated interest in advancing the research into a PhD program.
- **Experience:** Prior experience with impact evaluations, applied econometrics, or program evaluation is desirable.
- **Core Competencies:**
    - Strong analytical and problem-solving abilities.
    - Excellent written and verbal communication skills.
    - Proven ability to work collaboratively within multidisciplinary teams.
    - Exceptional organizational skills to handle multiple tasks and meet deadlines reliably.
    - High degree of reliability and accountability in delivering high-quality work.
- **Flexibility:** Willingness to spend a substantial portion of the contract period at Rumphi or Nkhotakota districts, engaging closely with local teams and stakeholders.

4. **Health Economics Post-Doctoral Research Fellow**

Department	:	Learning Centre Research Unit
Responsible to	:	Principal Investigator
Type of contract	:	2 year-fixed contract
Location	:	Lilongwe

Role Overview:
Based in Lilongwe, Malawi, the Post-Doctoral Fellow will lead the implementation of economic evaluations, including impact evaluation, cost-effectiveness analysis, and discrete choice experiments (DCEs). This role involves direct supervision of three Pre-Doctoral Fellows

and collaboration with an interdisciplinary team of researchers, policymakers, and practitioners. Periodic travel to Rumphi and Nkhotakota districts will be required to oversee fieldwork and engage with local teams. The position offers an exceptional opportunity for professional growth through high-level leadership, capacity-building, and research dissemination.

Key Responsibilities:
- Provide day-to-day supervision, mentorship, and technical guidance to three Pre-Doctoral Fellows focusing on impact evaluation, cost-effectiveness analysis, and DCEs.
- Oversee the design, implementation, and analysis of economic evaluations, ensuring methodological rigor and policy relevance.
- Lead data management and advanced quantitative analysis, including econometric modeling, decision modeling, and preference analysis.
- Ensure coordination across the three evaluation components to maintain integration and coherence in the project's outputs.
- Draft and review high-quality manuscripts for publication in peer-reviewed journals and contribute to the development of policy briefs and technical reports.
- Engage with stakeholders, including policymakers and donors, to present findings and provide actionable insights.
- Support capacity-building activities for team members and local collaborators.
- Travel to Rumphi and Nkhotakota districts to oversee fieldwork, data collection, and engagement with local teams.

Job Requirements:
- **Education:** PhD in Health Economics, Economics, Statistics, or a closely related quantitative discipline.
- **Experience:**
  - Proven track record in leading economic evaluations, including impact evaluations, cost-effectiveness analysis, or preference modeling (e.g., DCEs).
  - Experience supervising early-career researchers or managing research teams.
  - Demonstrated ability to publish in high-impact peer-reviewed journals.
  - Familiarity with global health or healthcare delivery in low- and middle-income countries is highly desirable.

- **Technical Skills:**
  - Proficiency in advanced quantitative methods, econometric modeling, and statistical programming tools such as Stata, R, or Python.
  - Expertise in managing large datasets and ensuring data quality.
  - Strong skills in integrating multiple evaluation methodologies to address complex research questions.

- **Core Competencies:**

- o Strong leadership and interpersonal skills to effectively manage and mentor a multidisciplinary team.
- o Excellent communication skills to convey complex research findings to diverse audiences, including policymakers and non-technical stakeholders.
- o Ability to handle multiple priorities, meet deadlines, and maintain high levels of reliability.
- o Flexibility and cultural competence to work in dynamic, cross-cultural settings.

5. Research Assistant [Economics] – 3 Positions

Department	:	Learning Centre Research Unit
Responsible to	:	Study Coordinator
Type of contract	:	2 year-fixed contract
Location	:	Rumphi or Nkhotakota

Role Overview

The Research Assistant [Economics] will be responsible for data collection under the economic research pillar in line with the study protocols. This role will ensure the integrity of data collected, support data analysis, and reporting of study activities. The Research Assistant [Economics] will work collaboratively with the study coordinator, national and district government officials, partners, facilities, and communities to ensure effective implementation of study activities.

Key Responsibilities

- Keep the study a priority and always informed.

- Obtain informed consent and enroll participants into the study.

- Collect accurate data and complete study documentation according to the protocol

- Collaborate with the study coordinator in planning, implementing, data quality assurance process, data analysis and reporting of study activities.

- Participate in community engagement.

- Ensure adequate and proper use of resources.

- Identify knowledge and skill gaps and plan effectively for training.

- Maintain an amicable working relationship and clear communication with government officials, participants, and local community residents.

- Perform any other relevant duties that may be assigned by the field lead.

Job Requirements

- Master of Science in Health Economics, Economics or any related field.

- Minimum of 2-3 years of experience in quantitative research methods.

- Demonstrated experience with data collection, data quality assurance, and quantitative data analysis.

- Demonstrated experience with digital data collection

Other Competencies:
- Strong attention to detail and commitment to data integrity and confidentiality.

- Effective communication and interpersonal skills for collaborating with multidisciplinary teams and external stakeholders.

6. **Research Assistant [Clinical] – 3 Positions**

Department	:	Learning Centre Research Unit
Responsible to	:	Study Coordinator
Type of contract	:	2 year-fixed contract
Location	:	Rumphi or Nkhotakota

Role Overview

The Research Assistant [Clinical] will be responsible for data collection under the clinical research pillar in line with the study protocols. This role will ensure the integrity of data collected, support data analysis, support planning, implementation and reporting of other study activities. The Research Assistant [Clinical] will collaborate closely with the study coordinator, national and district government officials, partners, facilities and communities to ensure effective implementation of study activities.

Key Responsibilities
- Keep the study a priority and always informed.

- Obtain informed consent and enroll participants into the study.

- Collect accurate data and complete study documentation according to the protocol.

- Collaborate with the study coordinator in planning, implementing, data quality assurance process, data analysis and reporting of study activities.

- Participate in community engagement.

- Ensure adequate and proper use of resources.

- Identify knowledge and skill gaps and plan effectively for training.

- Maintain an amicable working relationship and clear communications with government officials, participants, and local community residents.

- Perform any other relevant duties that may be assigned by field lead.

Job Requirements
- Bachelors degree in clinical medicine (e.g. MBBS) or nursing plus a master's degree in a related field.

- Minimum of 2 years of research experience.

- Demonstrated experience with data collection, quality assurance process and quantitative data analysis.

- Demonstrated experience with digital data collection.

Other Competencies:
- Strong attention to detail and commitment to data integrity and confidentiality.

- Effective communication and interpersonal skills for collaborating with multidisciplinary teams.

7. **Research Assistant [Qualitative] – 3 Positions**

Department	:	Learning Centre Research Unit
Responsible to	:	Study Coordinator
Type of contract	:	2 year-fixed Contract
Location	:	Rumphi or Nkhotakota

Role Overview
The Qualitative Research Assistant (QRA) will be responsible for data collection and transcription of qualitative data in line with the study protocols and support implementation of study activities. This role will ensure integrity of all data collected, support data management and analysis, support implementation and reporting of study activities. The QRA will work collaboratively with the study coordinator, national and district government officials, partners, facilities and communities to ensure effective implementation of study activities.

Key Responsibilities

- Keep the study a priority and always informed.

- Obtain informed consent and enroll participants into the study.

- Collect accurate data and complete study documentation according to the protocol

- Conduct data transcription and management.

- Support qualitative data analysis.

- Collaborate with the Study Coordinators in planning, implementing, data cleaning, and reporting field activities.

- Participate in community engagement.

- Ensure adequate and proper use of resources.

- Identify knowledge and skill gaps and plan effectively for training.

- Maintain an amicable working relationship and clear communications with government officials, participants, and local community residents.

- Perform any other relevant duties that may be assigned by field lead.

Job Requirements

- Master's degree in social science or related field.

- Minimum of 2-3 years of qualitative research experience.

- Demonstrated experience with data collection, data quality assurance, transcription, and qualitative analysis.

Other Competencies:

- Strong attention to detail and commitment to data integrity and confidentiality.

- Effective communication and interpersonal skills for collaborating with multidisciplinary teams and external stakeholders.

8. **Monitoring, Evaluation, Action and Learning Officer (MEAL)**

Department	:	Learning Centre Research Unit
Responsible to	:	Principal Investigator
Type of contract	:	2 year-fixed contract
Location	:	Lilongwe

Role Overview

The MEAL Officer will be responsible for the management, quality assurance, and reporting of all study data. This role will support effective monitoring and evaluation of study activities, strengthen health information systems, ensure data integrity, and support knowledge management and learning. The MEAL Officer will work collaboratively with the PI, Co-PI for research pillars, project administrator, study coordinators, national and district government officials, partners, facilities and community members to ensure effective and timely implementation of study activities.

Key Responsibilities

- The M&E Officer is responsible for systematic and continuous assessment of the progress and direction of all activities throughout the programme period
- Develop an appropriate data management system in liaison with the Principal Investigators and Data Manager
- Work with the PIs, implementation and evaluation teams to ensure implementation in line with study protocol and required adjustments in implementation through data review
- Provide M&E leadership for pilot service integration implementation and evaluation, ensuring that activities are implemented according to schedule.
- Provide support to the DPPD and CMED to conduct integrated M&E supportive supervision.
- Develop and cost a service integration M&E Plan that specifies the overall approach to M&E activities and the monitoring and evaluation activities to be conducted.
- Design a process monitoring system with full inclusion and participation of community members, and relevant field staff at the district and community level. Approaches may include community scorecards, the ten seeds technique, and Most Significant Change Assessment techniques.
- Participate in design of periodic on-demand thematic evaluations and highly focused research analyses that may include service integration ecosystem issues, social/institutional audits, and effectiveness of service integration strategies (baseline, periodic and endline).
- Prepare monthly, quarterly, annual, and other reports as required and oversee the dissemination of reports to the relevant stakeholders
- Train programme staff in setting appropriate indicators, strategies for collecting, analysing data and the maintenance of spreadsheet databases with regular data input
- Liaise with HMIS Officers and Data Officer and Clerks at service delivery units.

Job Requirements

- Bachelor's degree in Statistics or Economics or related fields.

- Minimum of 3-5 years of experience in monitoring and evaluation, data management, or knowledge management in health programs or research institutions.

- Demonstrated experience with health information systems, data collection and analysis, and quality assurance.

- Demonstrated experience with establishing data base for research.

- Familiarity with health sector data reporting standards and M&E frameworks, particularly within academic or clinical environments.

Technical Skills:
- Proficiency in data analysis software (e.g., SPSS, STATA, R) and data visualization tools (e.g., Power BI, Tableau).

- Strong knowledge of IMS platforms, electronic health records (EHR), and related health data management systems.

- Excellent command of MS Office, particularly Excel, for data management and reporting.

- Strong understanding of qualitative and quantitative M&E methodologies and frameworks.

Other Competencies:
- Excellent analytical, organizational, and problem-solving skills.

- Strong attention to detail and commitment to data integrity and confidentiality.

- Effective communication and interpersonal skills for collaborating with multidisciplinary teams.

- Ability to work independently and manage multiple projects simultaneously.

9. **Study Coordinator – 2 Positions**

Department	:	Learning Centre Research Unit
Responsible to	:	Co- Principal Investigator
Type of contract	:	2 year-fixed Contract
Location	:	Rumphi or Nkhotakota

Role Overview

The study coordinator will oversee the implementation of all study activities in all research pillars i.e. clinical, qualitative, and economics. This role will supervise data collection, conduct data quality assurance, and lead in data analysis and reporting in line with the study protocols.

The study coordinator will work collaboratively with the Co-PI for research pillars, project administrator, national and district government officials, partners, facilities, and community members to ensure effective and timely implementation of study activities.

Key Responsibilities

- Coordinating and leading project activities in their research pillar to ensure that project targets are met on time and within the budget
- Working closely with the MOH to ensure that evaluation activities align and support the implementation of the goals and objectives of the service integration pilot.
- Supporting implementation of the pilot service integration - such as QI, mentorship, review of pathways
- Acting as the central point of contact on administrative and support issues for activities related to the research pillar.
- Identifying, developing, and maintaining stakeholder relationships.
- Clarifying program tasks and resource requirements.
- Planning and scheduling of project activities
- Coordinating in-service training, supportive supervision, and mentorship activities.
- Coordinating development of service standards, SOPs, work instructions, and guidelines.
- Providing periodic study reports.

Job Requirements

- MSC in public health, epidemiology, social science, health economics or related courses. A clinical background will be an added advantage.
- Minimum of 3-5 years of project coordination and research experience.
- Demonstrated experience in implementing mixed methods studies.
- Demonstrated experience in data collection, quality assurance processes and analysis.

Technical Skills:

- Excellent communication and report writing skills.
- Excellent command of MS Office, particularly Excel, for data management and reporting.
- Proficiency in qualitative or quantitative data analysis packages

Other Competencies:
- Excellent analytical, organizational, and problem-solving skills.

- Strong attention to detail and commitment to data integrity and confidentiality.

- Effective communication and interpersonal skills for collaborating with multidisciplinary teams.

- Ability to work independently and manage multiple activities simultaneously.

10. Driver – 2 Positions

Department	:	Learning Centre Research Unit
Responsible to	:	Study Coordinator
Type of contract	:	2 year-fixed Contract
Location	:	Rumphi or Nkhotakota

Role Overview
Responsible for transporting study staff, equipment, and supplies in the implementation of study activities in Rumphi and Nkhotakota districts ensuring the project vehicle is well-maintained, clean, and in good condition.

Key Responsibilities
- Responsible for the safe driving of the project staff, equipment, and supplies to and from specified locations where the team is implementing project activities on time.
- Ensure the safety of passengers, other road users, and the assigned vehicle.
- Follow all applicable vehicle use and traffic laws including speed and passenger limit regulations.
- Keeping the project vehicle clean and properly maintained by performing regular washing, cleaning, and vehicle maintenance.
- Keep accurate records of all trips in the vehicle logbooks and submit a month-end summary of vehicle usage to the supervisor.
- Develop and follow the approved maintenance schedule for project vehicle(s).
- Regularly checking vehicle safety such as tyres, brakes, turn signals, mechanical equipment, etc.
- Monitoring and reporting fuel consumption, mileage, and vehicle performance.
- Report any accidents, faults, incidents or injuries involving the vehicle or its passengers to the supervisor immediately.
- Assisting in loading and unloading project items and assisting in technical work in the field.

- Track vehicle registration and ensure that vehicles have all the necessary equipment and tools

Job Requirements
Education:
- Minimum of a Malawi School Certificate of Education (MSCE)
- Clean and valid driving license (Class C)

Experience:
- Minimum of 3 years driving experience

Other Competencies:
- Excellent verbal and written communication skills
- Ability to work independently
- Defensive driving skills

Application Procedure

Interested candidates who meet the above requirements should send their applications including a **cover letter, copies of relevant certificates and CV with names, emails, and contact of professional referees to:**

The Registrar
Kamuzu University of Health Sciences,
Mahatma Gandhi Road Campus,
P/Bag 360,
Chichiri,
Blantyre 3.

Or email to: recruitment@kuhes.ac.mw

Indicate **position applied for** on the envelope for hard copy applications and indicate the same in the subject line of your email for electronic submissions. Applications should reach the Registrar not later than **21st January 2025.**

Only shortlisted candidates will be contacted. Reference check shall be conducted to successful candidates.