



**THE AIDS SUPPORT ORGANISATION (TASO UGANDA)**  
**INTERNAL VACANCY ADVERTISEMENT**  
**(External Candidates are also encouraged to apply)**  
**VA No. TASO-2026-HR/3**

The AIDS Support Organization (TASO Uganda), is an Organisation contributing to quality health and social interventions with emphasis on HIV/AIDS, TB, Malaria, and emerging public health threats, through health and community systems strengthening, research, and capacity development in Uganda and other countries. TASO is implementing various projects and requires the services of dedicated, competent, innovative and result-oriented individuals for employment on a contract basis for the post below;

**Job Title (1) REF: TS/HR/PMGT/ 1: Clinician (1)**

**Classification:** Contract- Full time  
**Reports to:** Medical Services Technical Lead  
**Salary:** Commensurate with training and experience  
**Duty Station:** TASO Mbale Center of Excellence  
**Directly Supervises:** None

**Main Purpose of the Job:** To provide medical care and health education to TASO clients and staff.

**Key Outputs**

- Clinical services that meet national, international and TASO standards received by clients and staff provided
- Drugs and other medical supplies administered appropriately to clients and staff
- Set Standards and procedures offered for clinical services adhered to
- ART facility / community activities managed and supported
- Necessary information to clients and staff provided
- Information during the planning and budgeting period provided

**Key Duties and Responsibilities**

1. Assess and manage pain basing on the analgesic ladder
2. Carry out proper investigation and take history of patients' illnesses
3. Screen and manage STIs / clinical sessions
4. Carry out medical examinations and investigations
5. Make follow up on patients attended to and appropriate referrals
6. Prescribe drugs for the different diagnosis in a rational way
7. Provide quality medical care with bias to palliative care
8. Ensure that all medical registers are updated i.e., TB, ART, FP, EMTCT, PreP, VMMC etc.
9. Monitor TB patients at the center and communities.
10. Carry out hospital visits and home care
11. Promote QI project in the department
12. Follow standards and guidelines for ART delivery and support in the community
13. Organize and mobilization of community members for HCT services
14. Monitor and document adverse reaction
15. Review sessions clinically and carry out phlebotomy samples for CD4 chemistry
16. Conduct / attend case conferencing and CMEs



17. Carry out HCT pre-test, post-test and HBHCT
18. Manage STIs in key populations and follow them up to start on ART
19. Provide information to clients aimed at reducing their vulnerability to AIDS and other HIV relate diseases and infection through health education/ talks
20. Conduct AIDS awareness and sensitization in communities and facility
21. Provide psychiatry services to clients to address mental health issues and Non-communicable diseases
22. Write, submit abstracts and participate in conferences
23. Attend monthly and quarterly meetings
24. Participate in developing and implementing departmental work plans and budgets

**PERSON SPECIFICATIONS: *Clinician***

**Minimum Academic Qualifications:** Diploma in Clinical Medicine and Community Health OR Clinical Psychiatry. Registration with Allied Health Professional Council is a MUST

**Additional Training**

- Training in Paediatric and Adolescent Management
- Training TB and Malaria Management

**Minimum Experience and Exposure:** At least three (3) years' experience in Clinical work, two of which should be in the management of a Paediatric and Adolescent clinic.

**Special Knowledge:** HIV Management and Management of Non-communicable diseases.

**Key Skills**

- Ability to communicate medical facts to non-medical personnel
- Motorcycle riding is a **Must**. The applicant must attach a copy of a valid riding permit (Class A)
- Ability to speak the local dialects is desirable.
- Ability to carry out operational research.

**Other Qualities/Attributes:** Integrity, Emotional control, Confidentiality, Openness, Team player, Ability to work under mental and physical stress and Innovativeness.

**Job Title (1) REF: TS/HR/PMGT/ 2: Nurse (1)**

**Classification:** Contract- Full time

**Reports to:** Clinical Linkages Officer

**Salary:** Commensurate with training and experience

**Duty Station:** TASO Masindi Center of Excellence

**Directly Supervises:** None

**Main Purpose of the Job:** To take record of the clients' vital signs; prioritize the very sick for emergency/resuscitation in addition to providing nursing care to pediatrics, adolescents and adults in care registered with TASO.

**Key Outputs**

- Nursing care that meets national international and TASO standards to all TASO clients provided
- Clients attended to in timely manner
- Clients' knowledge on HIV/AIDS improved



- Centre medical plans and budget drawn and implemented
- ART managed

### **Key Duties and Responsibilities**

1. Perform and summarize nursing techniques and procedures as requested and prescribed by doctors and clinicians
2. Summarize national and international standards and procedures followed by nurses
3. Perform all duties and services in full compliance with set national and international standards and procedures
4. Monitor patients flow preparation of examination rooms and taking of vital signs of patients
5. Prescribe drugs when necessary and dispense drugs/other medical items according to prescription
6. Carry out training of health workers from communities and other institutions
7. Attend general and departmental staff meetings
8. Carry out home visits and refer clients to seek other medical attention
9. Attend to clients in sick bay and children in the play center
10. Triage clients coming to the clinic and manage clients' flow in the clinic
11. Provide treatment to clients aimed at reducing vulnerability to diseases and infections
12. Report clients attended to and fill MIS forms
13. Follow drug code lists when prescribing drugs
14. Provide medical services to clients as per current treatment guidelines
15. Maintain and uphold the appointment systems
16. Contribute to innovativeness in the management of clients at the clinic and participate in QI Projects
17. Participate in the development of the medical work plan and budget
18. Adhere to the departmental work plan and implement through setting individual, team and departmental targets
19. Evaluate attainment of targets periodically
20. Conduct health education to clients and carry out CMEs
21. Participate in HIV/AIDS awareness and sensitization of communities
22. Link clients to support groups and distribute risk reduction kits e.g. condoms
23. Conduct case conferences, initiate clients on ART and follow up to those who are lost to follow
24. Conduct phlebotomy to all clients who are naïve, 2 weeks, 10 weeks and 6 months respectively

### **PERSON SPECIFICATIONS: Nurse**

### **QUALIFICATIONS AND EXPERIENCE**

**Minimum Academic Qualifications:** Bachelors in Nursing OR Diploma in Comprehensive Nursing.

Registration with the Nurses and Midwives Council with a Valid Practicing License is a MUST.

### **Additional Training Necessary**

- Certificate in HIV /AID Counselling is an added advantage.
- Training in HIV/AIDS care and support
- Motorcycle riding is an added advantage



**Minimum Experience and Exposure:** 2 years' experience in Clinical Nursing Services in an HIV/AIDS health related setting.

### Special Knowledge

- Knowledge of HIV drugs and their indications, contraindications, dosing, side effects and proper administration
- Knowledge of patient care charts and patient histories
- Knowledge of policies and regulations pertaining to the disbursement of pharmaceutical drugs

### Key Skills

- Ability to communicate technical information to non-technical personnel
- Ability to design and implement systems necessary to collect, maintains, and analyzes data.
- Ability to maintain quality, safety, and/or infection control standards.
- Ability to perform basic patient assessments and referrals.
- Ability to supervise and train assigned staff.
- Counselling skills
- Computer skills

**Other Qualities/Attributes:** Integrity, Emotional control, Patience, Empathy & Confidentiality.

### Job Title (1) REF: TS/HR/PMGT/3: Counsellor (1)

**Classification:** Contract- Full time

**Reports to:** Senior Counsellor

**Salary:** Commensurate with training and experience

**Duty Station:** TASO Mbarara Center of Excellence

**Directly Supervises:** None

**Main Purpose of the Job:** To provide HIV Counselling to clients, their families and community members, mobilize and support communities to respond to the HIV epidemic, and to provide ART with its related field services to enrolled TASO clients.

### Key Outputs

- Comprehensive HIV counselling services provided
- Delivery of ARVs and other prophylactic drugs to TASO clients on ART and fostering adherence.
- Mapping of clients on ART and establishment of CDDPs / CCLAD
- Clients empowered with skills for self-reliance
- Clients referred to appropriate medical and psychosocial services
- Home-based counselling and testing provided
- Education talks on HIV prevention conducted
- Client support groups established and supported
- OVC households supported in at least four Core Program areas
- Increased identification of PLHIV ensured and linked to care

### Key Duties and Responsibilities

1. Participate in development of departmental work plans, Budgets and reports
2. Provide quality and comprehensive HIV counselling services to clients, family members, key populations, communities and partners



3. Participate in the process of assessing TASO registered clients for social support
4. Participate in the process of empowering clients with skills for self-reliance and making appropriate succession plans
5. Refer clients to appropriate medical and psychosocial services
6. Participate in the mobilization and support of communities to offer HIV education and care
7. Provide home-based HIV counselling and testing to household members of TASO Clients
8. Conduct home visits to clients to foster ART and TB adherence and family support
9. Participate in supporting the Community Health Workers within the center's (TASO) area of operation
10. Conduct educational and radio talks on HIV prevention and other HIV issues
11. Establish and support peer support groups for clients
12. Conduct ARV refills and collect user fees to clients at facility, home and at CDDPs and CCLAD on a regular basis.
13. Follow and track clients at high risk of attrition, adolescents, non-suppression and KP
14. Provide Intensive Adherence counselling
15. Make PMTCT follow ups at the community and facility
16. Liaise with Health workers, CHEWs to ensure integrated support to clients
17. Refer clients for appropriate services
18. Carry out mapping of Clients on all care programs.
19. Conduct HIV educational talks to youth both in and out of school
20. Provide technical support to clients SLPs and OVC households
21. Provide support to activities of Adolescents and young people
22. Increase demand creation for HIV services among key populations

**PERSON SPECIFICATIONS: Counsellor**

**Minimum Academic Qualifications:** Bachelor's Degree in any of the following fields Social Sciences, Education, SWSA, Development studies, Community and Adult Education, Community Psychology, Guidance and Counselling, BSc Nursing and Clinical Officer's diploma.

**Additional Training/Qualification Necessary**

- Comprehensive HIV Counselling from a recognized Institution
- ARV administration
- Training of Trainers
- Child and Adolescents Counselling
- Motorcycle riding is a MUST with a valid driving permit (Class A) MUST be attached.

**Minimum Experience and Exposure: 1 year in HIV Counselling or Clinical Services**

**Special Knowledge Required**

- Trends and developments in HIV/AIDS counselling
- Rights of PLWHAs

**Key Skills Necessary**

- Counselling skills
- Ability to communicate medical facts to non-medical people.
- Interpersonal skills
- Communication skills
- Computer skills



**Other Qualities/Attributes:** Integrity, Empathy, Patience, Confidentiality and Ability to work under mental and physical stress.

### **Application Procedure**

Only qualified candidates who meet all the above requirements are invited to submit their resume, copies of **certified** academic certificates, testimonials and three referees, two of who should be the **present employer / immediate supervisor or last employer if unemployed, or any other if it is the first employment being applied for. None of the referees should be a relative, friend or business associate.** All referees' designations should be stated and contact details included i.e. physical address, telephone/ mobile numbers and email contacts.

All interested Candidates **MUST** fully fill the TASO Online Job Application Form, scan and save all the relevant documents as **one document (labeled with candidate's full names)** and forward **only** online applications with the relevant credentials to:

**<https://www.cognitofrms.com/TASO1/TASOApplicationForm-Onlineform>**

Please visit the TASO Website at [www.tasouganda.org](http://www.tasouganda.org) to access the detailed job advert. Also note that only applications received online shall be considered.

**Posting Date: 18<sup>th</sup> June 2026**

**Closing Date: 30<sup>th</sup> June 2026 at 5:30pm**

***TASO has a Zero tolerance for Fraud, Sexual Exploitation, Sexual Abuse, and Sexual Harassment. For any case of suspected fraud, data fraud, sexual exploitation, sexual abuse, and sexual harassment, please contact; [compliance@tasouganda.org](mailto:compliance@tasouganda.org) or [fraudalert@tasouganda.org](mailto:fraudalert@tasouganda.org) or [pseahalert@tasouganda.org](mailto:pseahalert@tasouganda.org), or call TOLL FREE LINE 0800 200 081***

***While TASO appreciates all the interested applicants, only shortlisted candidates will be contacted for interviews. In case you do not hear from TASO Uganda One (01) month after the closing date, please consider yourself unsuccessful.***

***\*Please note that any form of canvassing will lead to automatic disqualification\*.***

