

Job Framework: Country Director – MSI Uganda

General role information	
Job Title:	Country Director – MSI Uganda
Reporting to:	Senior Director, Africa
Salary Band:	BG 12 A
Notice period:	3 months
Budget Responsibility?	Yes
Direct Reports?	Yes
Client facing role?	Yes
Introduction:	
MSI Reproductive Choices is one of the world's leading providers of Sexual and Reproductive healthcare. We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all. Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centred care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too. We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.	
The role	
The Country Director is MSI's most senior representative in Uganda. The role works closely with government, donors, and social business stakeholders to overcome barriers that prevent women and men from accessing safe, affordable, and reliable family planning and other sexual and reproductive health services. The Country Director is accountable for the overall strategy, leadership, and management of MSI Uganda, including programmatic, financial, operational, and administrative performance. The role leads the delivery of MSI's national family planning and sexual and reproductive health programmes through mobile outreach, public sector strengthening, social marketing, maternity services, and centres, managing for results, promoting innovation, and keeping clients at the heart of everything we do.	

All MSI Reproductive Choices job frameworks are subject to a language neutrality review before approval, and we are always looking for new ways to make our recruitment process as fair and unbiased as possible. If you would like to provide feedback on the MSI Reproductive Choices recruitment process, please email

recruitmentinbox@msichoice.org.

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Key Responsibilities

Leadership

- Provide strategic leadership to deliver MSI Uganda's strategic goals, aligned with MSI's global strategy and compliant with Ministry of Health requirements.
- Lead MSI Uganda's operations by effectively managing the Country Executive Team/Senior Management Team, strengthening leadership capacity, building high-performing teams, identifying and promoting talent, and managing for results.
- Be accountable for the delivery of MSI Uganda's annual key performance indicators, as agreed with the Senior Director, Africa.
- Work collaboratively with the Africa Regional Support Team, supporting capacity building and sharing best practice across the region.
- Ensure human resources policies, processes, and procedures reflect best practice and comply with local legislation.

Social Business

- Strengthen and expand MSI Uganda's healthcare business through adaptive and efficient clinic and maternity operations, strategic marketing, positioning MSI as a trusted women's healthcare brand, and effective management of health financing partners.
- Expand social marketing impact through increased coverage, distribution, strategic marketing, and product basket expansion.
- Represent MSI Uganda externally with suppliers, clients, and partners, building a strong brand reputation and strategic alliances.
- Partner with Global Supply Chain and Medical Development teams to explore and develop new product categories aligned with MSI's New Product Development roadmap.

Finance: Protect and grow MSI Uganda's bottom line

- Drive revenue growth and optimise earned income from clinics, maternity, and social marketing, while continuously improving operational efficiency.
- Base strategic and annual business plans on accurate financial and statistical performance data.
- Ensure strong financial management and robust internal controls, and ensure the programme adheres to local statutory obligations, MSI minimum standards.
- Ensure donor funded operations are fully compliant with donor regulations.
- Safeguard MSI resources from fraud, pilferage, or wastage, and ensure compliance with MSI's anti-fraud, bribery, and safeguarding policies.

Governance

- Ensure MSI Uganda is fully registered with relevant local regulatory bodies and fully compliant with local standards.
- Ensure the local Board is strategically recruited and fully engaged to support MSI Uganda, with at least three Board meetings per year, including an AGM at which audited accounts are reviewed.
- Ensure local Board compliance with the MSI partnership agreement.

Key Skills

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To perform this role, it is **essential** that you have the following skills:

- Excellent analytical, strategic, and decision-making skills.
- Strong business acumen and commercial judgement.
- Exceptional leadership, communication, and stakeholder engagement skills.
- Excellent written and verbal communication skills.
- Fluency in English.

Key Experience

To perform this role, it is **essential** that you have the following experience:

- Proven track record of building and sustaining strategic relationships with senior external stakeholders, including governments, donors, development partners, and regulators, to secure resources, influence policy, and deliver measurable organisational outcomes.
- Demonstrable experience managing a business or business unit through the full business cycle, balancing commercial, operational, and strategic priorities to achieve profitable growth and long-term value.
- Strong record of financial stewardship through effective governance, risk management, and internal controls, including experience managing a P&L and making strategic decisions that improve financial performance, optimise resource allocation, and strengthen the bottom line.
- Proven ability to attract, develop, and retain high-performing teams, creating an environment of trust, accountability, empowerment, and continuous development.
- Proven ability to lead organisational transformation, aligning strategy, people, processes, and culture to implement and sustain change while maintaining operational performance and stakeholder engagement.
- Demonstrated experience serving as the principal management interface with a Board, ensuring effective governance, regulatory compliance, strategic oversight, and productive relationships that support organisational growth.

Formal Education/Qualifications

- Relevant postgraduate qualification, such as an MBA, or MPH.
- Minimum of five years' executive-level leadership experience.

Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, united by a belief in our mission and a focus on delivering measurable results. We are proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace where everyone can participate and contribute meaningfully. You must be open-minded, curious, resilient, solutions-oriented, and committed to promoting equality and safeguarding the welfare of team members and clients alike.

For this role, we're looking for an individual who is:

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- Reliable, self-motivated, and able to work independently.
- Enthusiastic, flexible, and culturally sensitive.
- Pro-choice and passionate about Sexual and Reproductive Health.
- Willing to travel locally and internationally.

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.

Client Centred: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

Accountable: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.

Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.

Resilient: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we're up against.

Inclusive: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.

By signing below, you indicate that you have read and agree to this job framework.

Full Name:

Signature:

Date:

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