

ROLE PURPOSE



Role Title: Senior Optometrist (BG10)	Division: Program Implementation	Location: Addis Ababa, Ethiopia	Date: May 2025
Employment type: Full time, Fixed term	Reports to: Senior Program Manager – Eye Health	Number of direct reports: None	Leadership Band: Leads self

Purpose of the role:

The Senior Optometrist will lead the delivery and management of a Bloomberg Philanthropies-funded eye care project aimed at improving access to high-quality vision services for underserved communities. This role combines clinical expertise with project leadership, ensuring that all program activities align with donor objectives, organizational standards, and public health priorities. The Senior Optometrist will oversee clinical service delivery, guide a multidisciplinary team, build partnerships with stakeholders, ensure compliance with project milestones, and contribute to sustainable eye health system strengthening. They will play a key role in driving innovation, capacity building, data-driven decision-making, and ensuring measurable impact on community eye health outcomes.

The Senior Optometrist will own the outcomes of:

1. Clinical Oversight & Service Delivery

- Provide clinical leadership, set quality standards, and oversee the delivery of optometry and eye care services.
- Supervise, mentor, and support optometrists, ophthalmic staff, and community health workers involved in the project.
- Ensure adherence to clinical protocols, safety guidelines, and ethical practices.

2. Project Leadership & Management

- Lead the planning, coordination, and execution of all project activities, ensuring alignment with donor objectives and timelines.
- Develop and monitor project work plans, budgets, and reporting schedules.
- Liaise with the donor, government agencies, NGOs, and other stakeholders to foster collaboration and ensure smooth implementation

3. Capacity Building & Training

- Lead training programs and continuous professional development activities for project staff and local health workers.
- Support the integration of eye care services into local health systems to ensure sustainability.

4. Monitoring, Evaluation & Reporting

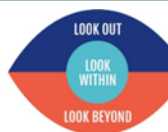
- Oversee data collection, analysis, and reporting to track project outcomes and impact.
- Ensure timely submission of reports to donors and internal leadership, highlighting achievements, challenges, and lessons learned.

5. Innovation & Advocacy

- Identify opportunities for innovation, research, and adoption of best practices to improve service delivery.
- Advocate for policies and programs that strengthen eye health systems and promote long-term improvements in community eye care.

Our Capabilities:

As a member of The Foundation Family, you will:



1. Live by the values of The Foundation and support The Foundation's culture, performance, and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety, and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions.

Skills:

- Strong understanding of diagnosing, treating and dispensing of spectacles for the needy to improve vision and avoid blindness, public health approaches, health system strengthening, and community outreach models.
- Proven experience in team leadership, capacity building, and stakeholder engagement.
- Excellent project management, budgeting, and reporting skills.
- Strong analytical, communication, and interpersonal skills.
- Proficient in English, Afan Oromo, and Amharic

Qualifications:

- Bachelor's/Master's Degree in Optometry

Travel: Domestic

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details

Essential Experience:

- At least 7 years for Master's Degree or 10 years for Bachelor's Degree in clinical optometry experience, with at least 3 years in a program coordination role.
- Experience managing donor-funded or public health projects, preferably in eye care or related health sectors.
- Strategic thinking and problem-solving.
- Clinical excellence and commitment to quality.
- Leadership and people management.
- Results-oriented and adaptable.
- Strong partnership-building and advocacy skills.
- Cultural sensitivity and commitment to equity and inclusion.

Desirable Experience:

- Global experience in a multinational commercial organization or NGO.
- Experience in the international development or Not for Profit sector.
- Experience in safety and security at the workplace.

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect.

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways which safeguard the health and safety of workers.

To work in The Foundation, you will:

- Be eligible to work in Ethiopia.
- Undergo background checks including criminal records and qualifications check.
- Undergo working with children check for positions that are identified as working with children.