

**Personal information**

I am a God fearing, dynamic, hard working and transparent person with high level of performance, moral integrity, highly dependable and a self-motivated team player in Hospital management, health services management, Public Health and Project planning and management.

**Address**

**C/O SOROTI REGIONAL REFERRAL HOSPITAL**

P.O. Box 289, Soroti, Uganda

**Telephone**

Tel: 0772-335366/0755-335366

**Email**

[mwangamike@yahoo.com](mailto:mwangamike@yahoo.com)

**Nationality**

Ugandan

**Date of birth**

7<sup>th</sup> July 1978

**Gender**

Male

**Marital status**

Married

**Key competences**

- **Hospital management, Health services management, Projects and Programs Management**

I have experience in managing hospital services, health service delivery, various Health Projects and Programs based on sound, fair and transparent systems and policies.

- **Effective Communication**

I Communicate well in English with staff and peers as well as writing good reports.

- **Computer Applications**

Proficiency in Ms Word, Ms Excel, Ms Power point, Ms Access and Internet.

- **Leadership and Administration**

Possess a wide range of conflict management and interpersonal skills to motivate staff to perform effectively for greater productivity.

- **Authority and Responsibility:**

Accustomed to being in positions of responsibility and use my authority to set goals and work to achieve them, never assume “the other person” is responsible.

- **Team Work and Team Building**

Ability to operate in a multi – cultural and multi – disciplinary teams’ environment and building effective working relationships.

- **Organization and Coordination**

Use time and resources effectively and in a well coordinated manner, consider efficiency, planning and accountability very important.

- **Financial Management:**

Ensure that all financial transactions are properly authorized, approved, sanctioned, optimally utilized and accounted for.

- **Moral and Financial Integrity:**

A person of high moral and financial integrity that executes his roles based on professional ethical code of conduct and all other organizational policies.

- **Result and Output Oriented:**

Optimally utilize the available resources to achieve the expected outputs in the most efficient manner and directing resources where action is being taken.

- **Human Resource Management**

I have skills to empower and motivate staff to perform well their responsibilities to achieve organizational objectives through participatory approach.

- **Good Time Management:**

Ability to be punctual and do the right things in the right place in a right way at a right time to enhance just in time service and product delivery.

**Working Experience**

Dates	November 2018 to date
Position held	<b>Ag. Hospital Director</b>
Main responsibilities	Overall head of the Regional Referral Hospital
Name of employer	<b>Ministry of Health</b>
Type of business	Health care services
Organization initiators	<b>GOU</b>
Number of staff supervised	<b>300</b>
Key responsibilities	<ul style="list-style-type: none"> <li>a) Coordinating the development and review of policies, plans, strategies and programmes for the Hospital and monitor their implementation.</li> <li>b) Providing guidance in strategic, business and operational planning and budgeting for health service delivery activities in the Hospital and its catchment areas.</li> <li>c) Managing and account for medical, fiscal, human and other resources.</li> <li>d) Mobilizing resources for health service delivery in the Hospital and its catchment area.</li> <li>e) Providing an oversight role in ensuring care, treatment and protection of patients.</li> <li>f) Promoting and enhance collaboration between the Hospital, Local Governments, Non-Government Organizations, training institutions, communities and Private Sector in the catchment area.</li> <li>g) Preparing and submit periodic Hospital Performance Reports to the relevant authorities.</li> <li>h) Providing support and research initiatives in Health Care.</li> <li>i) Initiating Capacity Building and Development Programs for the Hospital staff.</li> <li>j) Enforcing ethical standards and observance of the Codes of Conduct and Ethics.</li> </ul>
Dates	May 2020 to date
Position held	<b>Assistant Commissioner Health Services – Surveillance, Information and Knowledge management</b>
Main responsibilities	Head of division in charge of Surveillance, information and knowledge management
Name an of employer	<b>Ministry of Health</b>
Type of business	Health care services
Organisation initiators	<b>GOU</b>
Number of staff supervised	<b>12</b>
Key responsibilities	<p>Coordinate all Surveillance, Information and Knowledge Management activities in the country with focus on the following key outputs:</p> <ul style="list-style-type: none"> <li>i. Developing Policies, standards, systems and functional frameworks relating to public health surveillance</li> <li>ii. Coordinate with National and international research associates from universities and other institutions partnering with the Ministry to develop and implement public health interventions</li> <li>iii. Coordinate development of new research findings, knowledge, information, and technology and incorporate into public health improvement.</li> <li>iv. Enhance human resource at central, regional and district by a system that attaches students, interns, and fellows.</li> <li>v. Develop a comprehensive national public health security system.</li> </ul>

Dates	July 2015 to May 2020
Position held	<b>District health Officer</b>
Main responsibilities	Overall head, leader and supervisor of all Health services in the district ensuring effective, efficient and affordable health services to the population.
Name an of employer	<b>Kapchorwa District Local Government</b>
Type of business	Health care services
Organisation initiators	<b>GOU</b>
Number of staff supervised	<b>350</b>
Key responsibilities	<p>Ensuring effective, efficient and affordable delivery of health services for the well being of the population of the District</p> <ul style="list-style-type: none"> <li>➤ Planning, directing, coordinating, budgeting, monitoring and evaluating the delivery of health services in the District including.</li> <li>➤ Managing and accounting for allocated resources.</li> <li>➤ Ensuring implementation of National Health Policy.</li> <li>➤ Requisitioning for equipment and other supplies</li> <li>➤ Ensuring that equipment is secure, functional and well maintained.</li> <li>➤ Tendering advice on health related issues.</li> <li>➤ Liaising with Stakeholders for efficient delivery of health services.</li> <li>➤ Ensuring the implementation of the Uganda National Minimum Health Care Package (UNMHCP).</li> <li>➤ Initiating and ensuring the implementation of research programmes.</li> <li>➤ Ensuring effective and efficient development of health infrastructure at all levels of Health services delivery in the District.</li> <li>➤ Ensuring conformity with established quality assurance standards.</li> <li>➤ Ensuring that staff adhere to the Professional Code of Conduct and Ethics.</li> <li>➤ Ensuring that health information management systems are in place.</li> <li>➤ Liaising with Professional Councils on matters regarding disciplining, inspecting and monitoring physical structures in both public and private health facilities.</li> <li>➤ Imparting knowledge and skills to students and staff.</li> <li>➤ Carrying out Human Resource Activities like identifying manpower needs, training, promotional, leave and deployment.</li> <li>➤ Compiling and submitting reports to the Chief Administrative Officer</li> </ul>
Dates	2007 to 2015
Position held	<b>Acting District Health Officer</b>
Main responsibilities	Overall head, leader and supervisor of all Health services in the district ensuring effective, efficient and affordable health services to the population.
Name an of employer	<b>Bukwo District Local Government.</b>
Type of business	Government Institution
Organisation initiators	<b>Government of Uganda</b>
Number of staff supervised	<b>230</b>
Key responsibilities	<p>Ensuring effective, efficient and affordable delivery of health services for the well being of the population of the District</p> <ul style="list-style-type: none"> <li>➤ Planning, directing, coordinating, budgeting, monitoring and evaluating the delivery of health services in the District including.</li> <li>➤ Managing and accounting for allocated resources.</li> <li>➤ Ensuring implementation of National Health Policy.</li> <li>➤ Requisitioning for equipment and other supplies</li> <li>➤ Ensuring that equipment is secure, functional and well maintained.</li> <li>➤ Tendering advice on health related issues.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Liaising with Stakeholders for efficient delivery of health services.</li> <li>➤ Ensuring the implementation of the Uganda National Minimum Health Care Package (UNMHCP).</li> <li>➤ Initiating and ensuring the implementation of research programmes.</li> <li>➤ Ensuring effective and efficient development of health infrastructure at all levels of Health services delivery in the District.</li> <li>➤ Ensuring conformity with established quality assurance standards.</li> <li>➤ Ensuring that staff adhere to the Professional Code of Conduct and Ethics.</li> <li>➤ Ensuring that health information management systems are in place.</li> <li>➤ Liaising with Professional Councils on matters regarding disciplining, inspecting and monitoring physical structures in both public and private health facilities.</li> <li>➤ Imparting knowledge and skills to students and staff.</li> <li>➤ Carrying out Human Resource Activities like identifying manpower needs, training, promotional, leave and deployment.</li> <li>➤ Compiling and submitting reports to the Chief Administrative Officer</li> </ul>
Dates	2007 - 2015
Position held	<b>Senior Medical Officer</b>
Main responsibilities	Ensuring delivery of effective and efficient health services in the Health Unit
Name of employer	<b>Bukwo District Local Government</b>
Type of business	Government Institution
Organization initiators	<b>Government of Uganda</b>
Number of staff supervised	<b>40</b>
Key responsibilities	<ul style="list-style-type: none"> <li>➤ Planning, budgeting, monitoring and coordinating effective delivery of health services in the unit.</li> <li>➤ Managing and accounting for allocated resources.</li> <li>➤ Implementing National health policy.</li> <li>➤ Advising Council on health related issues.</li> <li>➤ Developing and strengthening Health information system.</li> <li>➤ Ensuring the development of an effective and efficient health infrastructure for the Unit.</li> <li>➤ Initiating and participating in research activities.</li> <li>➤ Ensuring that staff adhere to the Professional Code of Conduct and Ethics.</li> <li>➤ Monitoring and evaluating Quality Assurance standards in the unit.</li> <li>➤ Carrying out human resource management activities like identifying manpower needs, training, promotional, leave and deployment.</li> <li>➤ Compiling and submitting periodic reports.</li> </ul>
Dates	2005 to 2007
Position held	<b>Medical Officer</b>
Main responsibilities	Providing and maintaining curative and preventive health services
Name of employer	<b>Kapchorwa / Bukwo District Local Government (Bukwo Health Centre IV)</b>
Type of business	Government Institution
Organization initiators	<b>Government of Uganda.</b>
Number of staff supervised	<b>30</b>
Key responsibilities	<ul style="list-style-type: none"> <li>➤ Participating in diagnosis, treatment and proper management of patients.</li> <li>➤ Managing and accounting for allocated resources.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Liaising with other cadres in the delivery of quality health care to patients.</li> <li>➤ Reviewing and evaluating patients undergoing treatment.</li> <li>➤ Adhering to professional Code of Conduct and Ethics.</li> <li>➤ Promoting public health practices in the community.</li> <li>➤ Participating in research activities and health data collection.</li> <li>➤ Compiling and submitting periodic reports.</li> <li>➤ Clinic team leader for the HIV / AIDS clinic in the health centre</li> <li>➤ District HIV/AIDS Focal Point person for Bukwo District</li> </ul>
Dates	2004– 2005
Position held	<b>Intern Doctor</b>
Main responsibilities	Participating in diagnosis, treatment and proper management of patients under supervision of a Consultant Surgeon and Paediatrician.
Name of employer	<b>Ministry of Health (Arua Regional Referral Hospital)</b>
Type of business	Government Institution
Organization initiators	<b>Government of Uganda</b>
Number of staff supervised	<b>None</b>
Key responsibilities	<ul style="list-style-type: none"> <li>➤ Internship in General Surgery</li> <li>➤ Internship in Paediatrics and Child Health</li> <li>➤ Attachment to Arua Hospital HIV/AIDS program for 3 months</li> <li>➤ Participating in research activities as a research Assistant</li> </ul>
Achievements so far made	<ul style="list-style-type: none"> <li>➤ I have greatly participated in ensuring health systems in the regional referral hospital, district are strengthened especially in terms of financing, health workforce, medical supplies, health management information systems and strengthening good governance at all levels of the district health system.</li> <li>➤ I have ensured cross sectoral collaboration with key partners and stakeholders at all levels both at national, regional and district.</li> <li>➤ Team leader in development of Health Sector workplans / budgets in the hospital and district for the last 16 years including ensuring implementation of the workplans.</li> <li>➤ Writing annual, quarterly and monthly reports to the Ministry of Health and other relevant bodies and agencies.</li> <li>➤ Monitoring and evaluation of health services at national, regional referral hospital and district levels</li> </ul>
Education Background	
Dates	2008 - 2014
Qualification/Award	<b>Master of Public Health</b>
Principal Subjects covered	Biological basis of Public Health, Applied Epidemiology, Applied Biostatistics and informatics, Health policy and Primary Health Care, Health Planning and Management, Health Economics and Finance, Research Methodology, field studies, Communicable and non communicable diseases, Principles of Health Education and Training, Social and Behavioral Determinants of Health, Family and Reproductive Health, Demography and Population Dynamics, Public Health Nutrition, Health Ethics and Law, Environmental Health and Occupational Health.
Name of educational institute	<b>Makerere University</b>
Academic level	University

Dates	2011 - 2012
Qualification/Award	<b>Post graduate Diploma in Project Planning and Management (first class)</b>
Principal Subjects covered	Management skills improvement, quantitative methods in decision making, management information systems, research methods and techniques, the project and its environment, project cost management, project risk and disaster management, project procurement management, project planning and programming, project monitoring and evaluation, project quality management and managing Non-Governmental Organisations.
Name of educational institute	<b>Uganda Management Institute (UMI)</b>
Academic level	Management Development Institute
Dates	1998 – 2003
Qualification/Award	<b>Bachelor of Medicine and Bachelor of Surgery</b>
Principal Subjects covered	Anatomy, physiology, biochemistry, psychology, sociology, research methodology, microbiology, pathology, pharmacology, ethics, radiology, clinical medicine, surgery, paediatrics and child health, obstetrics and gynaecology, psychiatry, Public Health, Anaesthesia, Primary Health care, epidemiology and biostatistics, health policy and management, Disease control and environmental health, and community health.
Name of educational institute	<b>Makerere University Kampala</b>
Academic level	University
Date	1996 -1998
Qualification/Award	<b>Uganda Advanced Certificate of Education</b>
Principal Subjects covered	Physics, Chemistry and Biology
Name of educational institute	<b>Namilyango College</b>
Academic level	Advanced Level
Date	1992 -1995
Qualification/Award	<b>Uganda Certificate of Education</b>
Principal Subjects covered	English, Mathematics, Physics, Biology, Chemistry, Agriculture, Geography, History and Commerce.
Name of educational institute	<b>St. Peter's College Tororo</b>
Academic level	Ordinary Level
<b>Other trainings / qualifications</b>	<ul style="list-style-type: none"> <li>➤ Certificate in safe motherhood for African Doctors, Suzanne Mubarak Centre for Women's Health and Development, Alexandria, Egypt</li> <li>➤ Certificate in HIV / AIDS strategic planning, Uganda Aids Commission, Kampala.</li> <li>➤ Certificate in HIV and Research, Infectious Diseases Institute, Kampala.</li> <li>➤ Certificate in Comprehensive HIV / AIDS care and prevention for Senior Health Workers in Africa, Infectious Diseases Institute, Kampala</li> <li>➤ Certificate in Effective co - counseling by department of Mass Communication, Makerere University, Kampala.</li> <li>➤ Certificate in One Health for International Public Health, University of Minnesota / Makerere University, Kampala.</li> <li>➤ Certificate in "Improvement of maternal health" at Kagawa University, Japan</li> </ul>

**Other Competences and skills**

Program coordination, training and capacity building, Leadership and administration, strategic management, networking, advocacy, resource mobilization, effective communication, interpersonal relationships and institutional development

**Research Publications**

- Factors affecting performance of Village Health Team members in Bukwo District (Dissertation, MUK, un published)
- Factors that motivate Community Medicine Distributors in Bukwo District (un published)
- Evaluation of status of immunisation services in Bukwo District (Un published)
- Assessment of Medicines Management Practices in health facilities in Bukwo District (Un published)
- Factors Leading to Low Health Facility Deliveries in Bukwo Health Centre IV, Bukwo District (Un published)

**Languages**

	Speaking	Writing	Reading
<b>English</b>	Fluent	Excellent	Excellent
<b>Luganda</b>	Good	Fair	Fair
<b>Kupsabiny</b>	Good	Fair	Fair
<b>Kiswahili</b>	Good	Fair	Fair

**Personal skills**

I am a God fearing, self disciplined, trustworthy, highly dependable, multi-skilled, self motivated, dynamic, inspiring, committed, decisive, hard working and result oriented person with high moral integrity and ability to work in multi cultural teams in different circumstances.

**Outstanding achievement**

The Presidential Distinguished Service Award in Recognition of the Outstanding Contribution to Health Services in Uganda presented by H.E. Y. K. Museveni President of The Republic of Uganda, September 2010.

**Additional Information**

Copies of academic transcripts/certificates will be availed.

**Hobbies**

Reading inspirational books, newspapers, Bible, Christian magazines, Journals, Traveling, meeting and making friends and Watching documentaries.

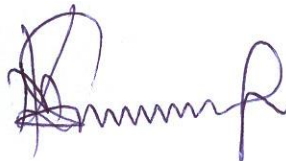


**Referees**

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**3.0**  
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**Declaration**

I the undersigned, to the best of my knowledge and belief declare that the information given above is accurate and correct