

Vacancy:

Head of Anaesthesia Department

Ref: 2025-18



Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) aims to be the preferred provider of accessible specialized health services in Africa and serves as healthcare social enterprise and through development programmes in the community and the most vulnerable. Committed to preventing lifelong disabilities wherever possible, CCBRT is also engaged in extensive maternal and newborn healthcare (MNHC) activities including obstetric fistula repairs. Its Maternity and Newborn Wing serves as a referral centre for high risk and emergency deliveries in the region of Dar es Salaam and the Eastern Zone of Tanzania.

In order to strengthen the hospital Anaesthesia services, CCBRT is seeking an **experienced, matured** and **motivated** individual to take the duty as **Head of Anaesthesia Department** at CCBRT

Your role

CCBRT is seeking a highly skilled and experienced medical personnel to lead the anaesthesia department. The role involves overseeing anaesthesia and critical care services across the organization, ensuring patient safety, supervising anaesthesia teams, anaesthesia medical equipment and supporting quality improvement and training.

Your qualifications and work experience

- MMED Anaesthesia or Fellowship in Anaesthesia from a well recognized institution with not less than 3 years in practice OR
- Bachelor of clinical speciality (MBChB, MD, Nursing or equivalent) with formal training in anaesthesia from a recognized institution with not less than five years in practice OR
- Diploma/ Advanced Diploma in Clinical speciality with formal training in anaesthesia and not less than 8 years into the field of anaesthesia
- Registered and licensed with the respective professional body .
- Previous leadership experience in similar or related position is an added advantage
- Strong leadership, communication, and team management skills
- Must be with clinical capacity to handle all basic types of anaesthesia modalities.
- Proficient in basic computer use.
- Energetic, pro-active and hands-on.
- Persistent and result-driven.
- High integrity and attention to detail
- Analytical thinking and decision-making
- Problem Solving

If you are interested, please submit your curriculum vitae with 2 references and a cover letter telling us why you believe you are the right person for the role.

CCBRT is an equal opportunities employer and encourages people with disabilities to apply. Please send your application via email to: recruitment.ccbirt@ccbirt.org. The selection process for shortlisted candidates contains several assessment rounds.

Please indicate job reference number: 2025-18 | **DEADLINE FOR APPLICATIONS: 31st July 2025**
(selection process is ongoing so assessment might commence upon receipt of suitable applications)

Vacancy:

Radiographer



Ref: 2025-15

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As we continue to expand our services, CCBRT is looking for a dynamic and experienced **Radiographer** to join our dedicated team and support the delivery of excellent diagnostic services to our patients

The role

As a Radiographer, you will be responsible for performing diagnostic imaging procedures, such as X-rays, ultrasound, and CT scans to support clinical diagnoses, while ensuring the proper operation and maintenance of radiographic equipment in compliance with safety protocols and radiation protection standards. You will be expected to deliver high-quality imaging examinations as requested by medical practitioners, ensure patient comfort and safety, maintain accurate records and reports, collaborate with other healthcare professionals to ensure optimal patient care, adhere to infection prevention and control procedures, and contribute to the continuous improvement of diagnostic services.

The candidate

- Diploma of 3 years in diagnostic Radiography from a recognized institution.
- Minimum of 4 years of working experience in a busy radiology setting is preferred.
- Proven ability to perform medical imaging technologies including X-rays, CT scans, Ultrasound, Echocardiography, and Mammography.
- Certification or training in Echocardiography is required.
- Registered with the Medical radiology and imaging professionals' council (MRIPC)
- Excellent verbal and written communication skills in both Kiswahili and English.
- Strong patient management and interpersonal skills.
- Ability to work under minimal supervision and in a team.
- Effective problem-solving skills and ability to work in a multidisciplinary team environment.

If you are interested, please submit your curriculum vitae with 2 references and a cover letter telling us why you believe you are the right person for the role.

CCBRT is an equal opportunities employer and encourages people with disabilities to apply. Please send your application via email to: recruitment@ccbrt.org. Selection process will include various assessments rounds.

Please indicate job reference number: 2025 -15 | DEADLINE FOR APPLICATIONS: July 15, 2025
(selection process might commence upon receipt of suitable applications)

Vacancy:

Chief Financial Officer (CFO)

Ref: 2025- 19



Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) aims to be the preferred provider of accessible specialised health services in Africa and serves as a healthcare social enterprise, and through development programmes in the community and for the most vulnerable. Committed to preventing lifelong disabilities wherever possible, CCBRT is also engaged in extensive maternal and newborn healthcare (MNHC) activities, including obstetric fistula repairs. Its Maternity and Newborn Wing serves as a referral centre for high-risk and emergency deliveries in the region of Dar es Salaam and the Eastern Zone of Tanzania.

Your role

To provide strategic financial leadership, guidance, and oversight across all CCBRT entities, ensuring long-term sustainability and growth. The CFO will act as a strategic advisor to the CEO, the Board, and Heads of Entities on financial positioning, resource mobilisation, opportunities, and risk management. While key Accountants within entities will report operationally to their respective Unit Heads, the CFO will maintain **strategic oversight**, ensuring strong financial governance, internal controls, compliance, and alignment to CCBRT's sustainability strategy

KEY ACCOUNTABILITIES

1. Strategic Financial Leadership

- Provide strategic financial advice and foresight to the CEO, Board, and Heads of Entities
- Drive the financial vision and sustainability strategy of CCBRT and its entities.
- Identify investment and income-generation opportunities, including Public-Private Partnerships (PPPs), donor funding, grants, and social enterprise models.

2. Oversight of Entity-Level Financial Governance

- Set financial governance standards across all CCBRT entities.
- Ensure consistency in reporting, risk management, and compliance.
- Review and endorse budgets, forecasts, and financial plans developed by entity-based finance teams.

3. Advisory Role to Business Units

- Support Heads of Entities in financial decision-making and strategic resource allocation.
- Review financial performance reports and advise on course correction when needed.
- Champion cost-efficiency, value for money, and long-term financial health.

4. Financial System Design and Innovation

- Lead the design and enhancement of integrated financial systems and platforms across CCBRT.

Vacancy:

Chief Financial Officer (CFO)

Ref: 2025- 19



- Promote digital transformation in financial reporting and controls.
- Guide data-driven decision-making through analytics and real-time financial dashboards.

5. Capacity Building and Mentorship

- Strengthen financial leadership across entities by coaching finance teams and ensuring skills development.
- Build a community of practice among finance leads in all CCBRT units.
- Cultivate a strong financial culture that promotes accountability, transparency, and performance.

Your Qualifications and Competencies

Minimum Requirements:

- Degree in Accounting or Finance with CPA (Tanzania NBAA) or equivalent international certification.
- MBA, MPH, or related post-graduate qualification is an added advantage.
- Minimum 12 years of experience, with at least 5 years in senior financial leadership roles. Proven experience in strategy, donor reporting, grants management, and financial sustainability planning.
- Strong understanding of Tanzanian and international financial regulations and compliance standards.

Key Competencies:

- Strategic Thinking and Financial Foresight
- Integrity and Ethical Leadership
- Advanced Financial Analysis and Modelling
- Business Acumen and Risk Management
- Stakeholder Engagement (Government, Donors, Partners)
- Innovation in Finance Systems and Reporting
- Change Management and Influence without Direct Authority
- High Emotional Intelligence and Coaching Skills

If you are interested, please submit your curriculum vitae with 2 references and a cover letter telling us why you believe you are the right person for the role.

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Please indicate job reference number: 2025-19 | DEADLINE FOR APPLICATIONS: 1st August 2025

Vacancy:

Health Volunteer - Medical Doctor

Ref: 2025-17



Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) aims to be the preferred provider of accessible specialized health services in Africa and serves - as healthcare social enterprise and through development programmes - the community and the most vulnerable. CCBRT is Tanzania's largest local provider of disability and rehabilitation services in the country. We're committed to empower people with disabilities and their families, improving their quality of life, and ensuring access to medical and rehabilitative treatment. We prevent lifelong disabilities wherever possible, and are therefore also engaged in extensive maternal and newborn healthcare (MNH) activities including obstetric fistula repairs. Our Maternity and Newborn Wing serves as a referral centre for high risk and emergency deliveries in the region of Dar es Salaam and the Eastern Zone of Tanzania.

*In order to strengthen our Clinical Division, we are looking for a dynamic **Medical Doctor** interested in volunteering offering general practitioners' services in support of prevention and early detection of disabilities.*

The role

Examining and treating patients in both the outpatient and inpatient departments, which includes running scheduled clinics, screening of patients, admitting patients to the ward, prepare operation lists and update Senior Medical Doctors/Specialist on patients' conditions due to be discharged.

While the main part of your job will take place in the said departments, there will be opportunities to do minor surgical procedures and assist senior surgeons during major operations as well as participating in outreach activities.

Furthermore, you will work in shifts whereby you rotate in on-call duties and therefore preparedness to work nights shifts as well as weekends is an important aspect of the job.

This job opportunity is offered under a health volunteer contract and provides on-the-job learning opportunities.

The candidate

- Holder of Doctor of Medicine (MD) from a recognized institution with successful completion of one year internship. (minimal GPA of 2.7 at undergraduate level)
- 1 year of post-intern working experience with a reputable organisation
- Registered with the Tanganyika Medical Council as medical doctor.
- Has a valid (2024) practitioner license
- Computer literate
- Excellent interpersonal skills
- Excellent verbal and written communication skills (both English and Swahili)
- Team-worker with client focus
- A pro-active attitude and eagerness to work

If you are interested, please submit your curriculum vitae with 3 references and a cover letter telling us why you believe you are the right person for the role.

CCBRT is an equal opportunities employer and encourages people with disabilities to apply. Please send your application via email to: recruitment.ccbrt@ccbrt.org. Written assessments are part of the selection process.

Please indicate respective job reference number: 2025-17 | DEADLINE FOR APPLICATIONS:

19th July 2025

(selection process is ongoing so assessment might commence upon receipt of suitable applications)

CCBRT does not request or accept money from applicants as part of its recruitment process