



INTERNAL ADVERTISEMENT

KCMC NIHR Qualitative Research Assistants

Project: Preventing Childhood Blindness through Integration of Eye Health into Child Health Policies and Systems

Job Title: Qualitative Research Assistants- **2 positions**

We are seeking a highly skilled, experienced and motivated Qualitative Research Assistants to support our NIHR-funded initiative focused on preventing childhood blindness through innovative health system interventions. The successful candidates will play a pivotal role in collecting, processing and analysing qualitative data from various sources ensuring accuracy and consistency.

General Information

Our overall goal is to prevent blindness in children under 5 years. Our research partnership between KCMC and LSHTM will refine and evaluate an integrated child eye health systems model, as a sustainable and scalable approach to reduce avoidable blindness in young children by increasing access to primary eye care in Tanzania. We will be running 5 studies:

- Study 1: To assess health system readiness at the primary level to deliver child eye health.
- Study 2: To estimate the effectiveness of the model in a Cluster randomized controlled trial.
- Study 3: A process evaluation to investigate implementation, mechanisms of impact, contextual factors which influence the outcomes of the model.
- Study 4: To estimate the incremental cost and cost effectiveness of the model.
- Study 5: To understand policy factors enabling and hindering the sustainable scale-up of the Model.

Main Responsibilities of Research Assistants

- Assist in the collection, organization, and validation of data from various sources, ensuring accuracy and consistency.
- Collaborate with team members to identify data collection needs and develop strategies to fulfil them.
- Analyse data trends and generate reports to assist in decision-making processes.
- Participate in data quality assessments and contribute to the development of data management best practices.
- Engage in continuous learning about data collection methodologies and tools.

Specific roles

- Ensure availability of study tools including topic guides, tape recorders, note books, participant information sheets and informed consents during field visits.
- Ensure participants understand the purpose of the research, their rights, and provide informed consent before participating.
- Conducting in-depth interviews and focus groups with study participants
- Record interviews using tape recorders, and take detailed notes to capture key information and non-verbal communications
- Transcribe and translate audio recordings into written text, ensuring accuracy and completeness.
- Participate in the initial stages of qualitative data analysis, helping to identify emerging themes and patterns within the data
- Offer valuable insights into the context of the interviews and the perspectives of the participants, which can be crucial for interpreting the findings.
- Adhere to research protocols and ethical guidelines including participant confidentiality and anonymity throughout the research process.

Reporting and Collaboration

- Qualitative research assistants will directly report to the qualitative post doc researcher (Qualitative Research lead)
- Qualitative research assistants will collaborate with interdisciplinary research team members
- Qualitative research assistants will participate in internal project meetings.

Frequency of Reports:

- Participate in daily project debrief meeting during field work
- Submit weekly progress reports summarizing data collection status, emerging issues, and corrective actions.
- Provide immediate incident or deviation reports when protocol breaches, data quality issues, or logistical challenges occur.

Qualification and Skills

- Advance Diploma/Bachelor's degree or equivalent in the field such as public health and policy, social science or any other medical related discipline.
- Prior knowledge or experience in qualitative research methodologies, for example in-depth interview and participants' observation
- Experience with transcription of audio recordings
- Experience with written and verbal translation from Swahili to English
- Demonstrated experience in working with communities and primary health care facilities
- Result oriented eg., ability to meet deadlines
- High degree of commitment
- Proficiency in Swahili and English Language
- Excellent communication skills
- Excellent computer skills (Microsoft Office Packages)
- Ability to work in a multicultural, interdisciplinary environment
- Strong problem-solving capabilities
- Commitment to research integrity and ethical conduct

Additional Information

Position Type: Fixed-term contract aligned with project duration dedicating 60% of time in the project activities.

Location: Arusha, Manyara, Singida and Tabora Regions

Starting Date: Mid-October 2025

Mode of payment: Monthly Allowance

Application Process

Applications must be addressed to:

The Executive Director,

KCMC Hospital,

P. O. Box 3010,

MOSHI

And send to kcmcadmin@kcmc.ac.tz and a copy to eyedep@kcmc.ac.tz not later than 30th September 2025.