

Job opportunity

Date: Friday November 21, 2025

Department: Africa CDC Headquarters

Duty Station: Addis Ababa, Ethiopia

Application deadline: Friday December 5, 2025

Background:

The African Field Epidemiology Network (AFENET) is a non-profit organization established in 2005 with a mission to improve human health through the strengthening and expansion of applied epidemiology and laboratory capacity in partnership with Ministries of Health, Non-Governmental Organizations, international agencies, private sector and other public health agencies. AFENET has its headquarters in Kampala, Uganda with operations in more than 30 African Countries.

The African Union, established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its headquarters is located in Addis Ababa, capital city of Ethiopia.

The Africa Centres for Disease Control and Prevention (Africa CDC) is a specialized technical institution of the African Union, established to support public health initiatives across African Union Member States (AU MS). Its mission is to strengthen the capacity of national public health institutions to detect, prevent, control, and respond swiftly and effectively to disease threats. Africa CDC provides coordinated and integrated solutions to address gaps in public health infrastructure, workforce capacity, disease surveillance, laboratory diagnostics, and emergency preparedness and response.

Recognizing the urgent need for a collaborative approach, Africa CDC has identified zoonotic diseases, food safety, climate change, and antimicrobial resistance as priority areas requiring a One Health strategy. Through this approach, Africa CDC aims to empower Member States and Regional Economic Communities (RECs) to manage public health threats effectively and contribute to the realization of Agenda 2063: The Africa We Want, and the AU Africa Health Strategy.

In addition to supporting the implementation of Africa CDC's frameworks in these areas, the Senior Microbiologist contributes to Africa CDC's involvement in the Team Europe Initiative on Sustainable Health Security using a One Health Approach (TEI HSOH). This initiative, part of the broader collaboration between the European Union, Team Europe, and the African Union, aims to strengthen health security in Africa. Specifically, the role supports efforts to enhance One Health surveillance and early warning systems for emerging threats from wildlife and livestock, and to build Africa CDC's institutional and operational capacity for coordinating surveillance, prevention, preparedness, and response to zoonotic diseases.

Africa CDC now invites applicants who are citizens of African Union Member States to apply for the position of **Senior Microbiologist**.

1. Post

Job title: Senior Microbiologist

Number of posts: One (1)

Division: Division of Laboratory Systems and Networks, Africa CDC

Supervisor: Head of Division, Laboratory Systems

Duty Station: Addis Ababa, Ethiopia

Job Purpose

The Senior Microbiologist will work independently and coordinate continental and regional microbiology capacity development projects and initiatives. The position will lead the Africa CDC's effort in strengthening laboratory capacity for bacteriology testing, quality assurance, training and technical assistance to laboratories in Member States. The Senior microbiologist will also perform a variety of routine, but sophisticated microbial isolation and drug susceptibility testing for diagnosis, surveillance, outbreak confirmation and R&D. This position mostly focuses on supporting program implementation across the countries but will also have hands-on lab-based role with a responsibility to support the establishment, operation, and expansion of microbiology laboratory functions at the Africa CDC reference laboratories.

Major Duties and Responsibilities:

The Senior Microbiologist shall:

- Coordinate implementation of projects targeted in building bacteriology capacity for AMR across Africa Union Member States
- Provide mentorship, training and capacity building for facilities in Member States to have strong capacity for AMR detection and strengthen AMR surveillance.

- Provides orientation, mentorship and training for laboratory scientists and technicians at the Africa CDC and Member State laboratories.
- Lead the development and implementation and monitoring and evaluation of programs that support microbiology laboratory capacity for AMR Control.
- Support implementation of quality management systems in microbiology laboratories including external quality assessment, provide site level mentorship and prepare laboratories for international accreditation.
- Performs routine and complex microbiology analytic procedures including isolation and drug susceptibility testing of bacterial isolates using manual or automated techniques for the purpose of diagnosis, surveillance, outbreak confirmation and R&D;
- Conduct analyses, interpret and report test results on specimens submitted to the Africa CDC laboratories for the detection and characterization of outbreaks at Biosafety Level-2 (BSL-2) and BSL-3 laboratories.
- Coordinate quality control of results to ensure the accuracy and reliability of all diagnostic results and antibiotic susceptibility tests;
- Performs calibration, preventive maintenance, quality control, and troubleshooting of laboratory equipment, instruments and/or laboratory information systems.
- Work collaboratively and must have leadership quality in working with team members both internal and external to the laboratory.

Specific Responsibilities

- Manages and coordinates all activities of the Microbiology laboratory under the guidance of Head of Division for Laboratory Systems and Networks.
- Coordinate the implementation of projects and programs to improve bacteriology testing capacity for AMR, strengthen AMR surveillance working with facilities at Member States
- Develop workplan, prepare reports, coordinate with funding agencies and establish strong monitoring and evaluation systems.

- Provide technical support for implementation of initiatives in Member States to have strong laboratory capacity for detection of AMR
- Lead monitoring and evaluation of microbiology capacity strengthening programs and projects, prepare implementation report
- Interact with funding agencies and partners to share progress updates.
- Provide technical support in implementation of quality assurance program to maintain quality of services in microbiology laboratories.
- Coordinate network of microbiology laboratories partners for experience and expertise sharing, data collection and centralized data sharing.
- Develop, synthesize and publish manuscripts in scientific journals to promote laboratory science in Africa – Orient and train laboratory technicians from the Africa CDC or Member States laboratories.
- Maintains diagnostic viability of specimens and prepares and run specimens for testing using manual and automated methods for culture and antibiotic susceptibility testing, molecular detection and better characterization.
- Responsible for providing accurate results, following established laboratory protocols and reporting procedures.
- Accurately records all procedures and documents and follows up on any errors, failures, and quality assurance issues encountered.
- Independently evaluates existing protocols and troubleshoots problems relating to routine operation of laboratory.
- Safely handle, process and store suspected specimens for highly hazardous pathogens – Strictly implement safety procedures for the handling, storage and disposal of hazardous substances.
- Responsible for documentation and implementation of QMS for bacterial isolation and antimicrobial susceptibility testing.

- Ensure the diagnostic laboratory is certified and accredited as per global standards and best practices and such support is also extended to Member States.
- Supports the development and optimization of new and existing bacterial isolation and antimicrobial susceptibility techniques.
- Ensure inventory of microbiology reagents, culture media, additives and supplies are maintained and ordered as needed and assures sufficient inventory is available for anticipated test volumes.
- Assures that laboratory equipment is maintained in proper working order and coordinates repairs and service contracts.
- Sets a personal example of high ethical standards in performing his/her assigned duties.
- Perform other duties as guided by supervisor.

Qualification and work experience required:

- Master's Degree in medical microbiology, bacteriology or a related field, with at least 7 or 10 years of relevant work experience in microbiology, bacterial culture and antimicrobial drug susceptibility testing.
- A PhD degree in medical microbiology will be an added advantage.
- Extensive knowledge and hands-on experience in bacterial culture and susceptibility testing, AMR characterization, molecular techniques for bacterial confirmation, manual and automated bacterial detection techniques and molecular disease surveillance, outbreak investigation and response, and epidemiological studies.
- Experience in developing, validating, implementing and quality assuring microbiology diagnostic protocols and procedures, in accordance with international standards and guidelines.
- Experience in leading microbiology laboratory and working on AMR detection and characterization

- Experience in leading and managing laboratory teams and projects, including planning, budgeting, monitoring and evaluation.
- Experience in conducting and supervising research and training on microbiological diagnosis, as well as disseminating research findings through publications and presentations.
- Excellent communication and interpersonal skills, with the ability to work effectively with diverse stakeholders at national, regional and continental levels.
- Proficiency in English and French, both written and spoken. Knowledge of other African languages is an asset. PhD in microbiology, or a related field is a plus.
- Experience with laboratory management.
- Strong analytical and problem-solving skills.

Required skills and relevant experience:

- Excellent communication and interpersonal skills.
- Ability to work independently and as part of a team.
- Experience with outbreak response and surveillance.
- Experience with publishing scientific articles and presenting at conferences.
- Experience with working in a multi-cultural environment.

Functional Competencies

- **Conceptual Thinking:** - Makes multiple casual links: several potential causes of events, several consequences of actions, or multiple part chains of events. Analyses relationships among several parts of a problem or situation. Anticipates obstacles and thinks ahead about next steps.
- **Job Knowledge and Information Sharing:** - Uses most appropriate mix of knowledge and information sources. Delivers relevant knowledge and information in most appropriate form. • **Drive for Result:** - Sets team goals and focuses work to meet goals that are a definite stretch, but not unrealistic or impossible. Delivers to specific goals and improves performance.
- **Continuous Improvement Orientation:** - Adopts a cross-boundary mentality in own work and encourages it in others

Language Requirement

Proficiency in one of the African Union working languages (Arabic, English, French, Spanish, Kiswahili and Portuguese) is required. Knowledge of one or several other working languages would be an added advantage.

Tenure of Appointment

The appointment will be made on a fixed term contract for a period of one (1) year, of which the first three months will be considered as a probationary period. Thereafter, the contract will be renewed annually subject to satisfactory performance and fund availability.

Gender Mainstreaming

Africa CDC is an equal opportunity employer, and qualified women are strongly encouraged to apply.

Remuneration

Indicative basic salary of US\$ 37,453 (P3 Step5) per annum plus other related entitlements e.g. Post adjustment 46% of basic salary (US\$17,228.38), Housing allowance of US\$ \$22,932.00, etc. for internationally recruited staff.

How to apply: Submit your resume, application letter, and relevant documentation to:

- The Administration & Human Resource Office
- African Field Epidemiology Network (AFENET)
- <https://recruitment.afenet.net> and a copy on Email: sec@afenet.net

*ONLY successful candidates shall be contacted for an interview.

**Please note that all applications should be sent online by close of business 5:30 pm (EAT)
Friday December 5, 2025**

Note: More details about this position can be obtained from our website: www.afenet.net