

Neotree exists to eradicate preventable newborn mortality,
by putting the lifesaving power of technology
into the hands of doctors and nurses in low-income countries



Neotree Clinical Director

Job Title: Clinical Director

Location: Remote within 2-3 hours of CAT, with occasional travel to Sub-Saharan Africa

Reports to: Executive Director

Contract Type: Part-time (minimum 2 days per week). Minimum 6 month consultancy contract (with potential to extend, funding dependent).

Salary: Competitive

Start Date: As soon as possible

Neotree is a UK-registered charity dedicated to improving neonatal outcomes by counting and caring for every newborn in low resource settings. We work in partnership with University College London, local governments, NGOs, and healthcare providers to deliver sustainable, evidence based and community-led health interventions via Neotree, an app based digital health platform. Currently delivering grants in Malawi and Zimbabwe, Neotree's ambition is to help support as many babies as possible, in as many places as possible.

Role Overview

Neotree is introducing a new Clinical Director (CD) role to its Senior Management Team. We have funding for the role until 31st March 2026 and are fundraising to establish this as a permanent role. The CD will provide expert clinical guidance, ensure high standards of clinical governance, and play a key role in shaping strategy, partnerships, and product development in line with the charity's mission and values. During the first six months of the role the CD will prioritise clinical governance and quality assurance deliverables.

Responsibilities

Key deliverable: Clinical Governance & Quality Assurance

- Ensure all clinical activities are undertaken to the highest possible standards of care, ethics, and compliance.
- Overview of all clinical management pages (both Zimbabwe and Malawi) within the app, including overseeing updates when national guidelines are changed, ensuring they are up-to-date, clinically safe and appropriate drug doses in-line with country guidance.
- Overview of all clinical algorithms in the app and how they trigger appropriate management guidance with annual review of the process.
- Overseeing changes to clinical content/ scripts in conjunction with the Clinical Governance Group.
- Coordinate the Clinical Governance Group.

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- Oversee the development and implementation of clinical protocols, script development monitoring systems, and quality improvement initiatives, from a clinical quality perspective.
- Lead incident reporting and clinical risk mitigation processes.

Other areas of focus

Program Development and Oversight

- Provide clinical input to all programmes/grants, including design, implementation, evaluation, and scaling.
- Collaborate with country based clinicians and clinical leads to ensure culturally appropriate and evidence-based healthcare delivery.
- Work with Operations Director to assess health outcomes and impact, ensuring data informs continuous improvement.

Capacity Building & Training

- Support the development and mentoring of local clinical staff and volunteers.
- Oversee clinical training programs and continuing professional development.

Research, Advocacy & Policy

- Support operational research initiatives to inform policy and program design.
- Contribute to national and international health policy discussions and public health advocacy.
- Disseminate findings through publications, conferences, and stakeholder engagement.
- Contribute to grant writing and donor reporting from a clinical perspective.

Strategic Leadership

- Working with the Executive Director and Operations Director, develop and lead the organisation's clinical strategy, in alignment with the charity's broader objectives.
- Advise the Charity's senior team on clinical and/or public health issues affecting programme planning and delivery.
- Represent the charity in strategic partnerships with donors, health ministries, international NGOs, and global health bodies.

Person Specification

Essential

- Medical degree with full registration in the UK (GMC) or equivalent.
- Significant clinical experience in paediatric or neonatology (paediatric registrar or above) ideally within a LMIC setting.

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- Leadership experience in global or public health in LMICs.
- Experience working in Sub-Saharan Africa or other resource-limited settings.
- Demonstrable understanding of health systems strengthening and international development.
- Strong strategic thinking, leadership, and communication skills.
- Willingness to travel to programme countries.

Desirable

- Postgraduate qualification in public health, tropical medicine, global health, or similar.
- Experience in digital healthcare.
- Experience in health programming in LMICs.
- Familiarity with UK charity governance and donor landscape (e.g. FCDO, WHO, UNICEF, Global Fund).

What Neotree Programme Offers

- **Impact:** The opportunity to directly contribute to saving newborn lives and improving health outcomes in vulnerable communities.
- **Mission-Driven Work:** Be part of a passionate, innovative team dedicated to a vital social mission.
- **Compensation:** Competitive daily/project rate commensurate with experience and expertise. Contract will be with the most appropriate Neotree partner to your application.

How to Apply

- Interested candidates should provide a CV, Covering Letter and completed Equal Opportunities Monitoring Form.
- Email applications to recruitment@neotree.org. Please include 'Clinical Director Application' in the subject line.
- Application Deadline: 8:00 AM Central Africa Time (CAT) August 4, 2025
- Next Steps: Only shortlisted candidates will be contacted for an interview.

Equal opportunities

Neotree values diversity and is committed to equal opportunities. All applicants for employment will receive equal treatment without discrimination on grounds of gender, race, ethnic or national origins, disability, gender identity or sexual orientation, or any other grounds. We are particularly interested in receiving applications from candidates from minority ethnic backgrounds, and the low-resource settings in which we work, to ensure we have a well-balanced and widely representative staff base.