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Volunteer with us!

[Opal Health Africa](#) is an AIM-incubated nonprofit founded in November 2025 that works in Uganda. We have partnered with the Ministry of Health in Uganda to strengthen community health in hard to reach areas where maternal and newborn mortality rates remain stubbornly high. We do this by training health workers on a model of community-based problem-solving that supports pregnant women to identify and solve barriers to timely care. Our model is based on a proven behavior change model called **Participatory Learning and Action (PLA)** that has been shown to reduce preventable deaths in pregnancy, childbirth, and the newborn period by up to 49%.

VOLUNTEER TRACKS

We are a small, agile organisation building our systems, evidence base, and external presence. We are looking for motivated volunteers who want to contribute meaningfully while getting real experience. We are looking to recruit across 3 tracks. Scope of work can be adjusted to experience and interests:

TRACK 1

Comms & Fundraising

Mid career and above

For someone with strong experience in at least one of these areas:

- **Nonprofit fundraising:** foundations, philanthropy, grantmaking strategy, pipeline and proposal development
- **Communications:** website, pitch decks, brand assets, marketing, narrative building and impactful storytelling

TRACK 2

Program Delivery/M&E

Mid career and above

For someone with experience managing field ops in hard to reach, low tech areas in Africa. Knowledge of public health, community health or behavioral science ideal. Tasks include:

- **Optimizing routine program monitoring:** strengthening quality control and exploring AI integration
- **Behavior change analysis** and design to drive uptake of health services
- **M&E support:** designing survey tools/sampling frames, supporting analysis

TRACK 3

Finance & Operations

Early career welcome

For someone who can hit the ground running on:

- **Accounting:** Bookkeeping, invoicing, and financial controller systems
- **Controller:** Strengthen internal controls and financial management
- **Admin:** Support to navigate transition from fiscal sponsorship to operational and HR independence

TERMS OF ENGAGEMENT

Duration	1–6 months, flexible
Location	Remote, in-country (Uganda), or hybrid as per your preference
In-country costs	You cover flights and accommodation; we cover in-country living costs and ground transport
Hours/week	Agreed with you based on scope. We are flexible and will work around other commitments

WHAT TO EXPECT & WHAT YOU'LL GAIN

- **Real ownership in a start-up:** you will build systems, own deliverables, innovate and stress-test design
- **Immediate impact:** you will quickly be able to see your ideas applied in real life, shaping outcomes and driving organizational effectiveness
- **Sector depth:** hands-on exposure across maternal and newborn health, community health system strengthening, government partnerships, and nonprofit funder ecosystems
- **Mentorship:** you will work closely with the founder and Senior Program Manager, and with District Health Teams if in-country, throughout your engagement
- **Formal recognition:** letter of recommendation, and professional referral on request
- **Pathway to paid roles:** volunteers will be among the first considered as we grow our team

HOW TO APPLY

We review applications on a rolling basis. No cover letter required.

- **Step 1:** Complete our [Expression of Interest Google Form](#) (~10 min) and upload your CV
- **Step 2:** Shortlisted candidates will be invited for a 45–60 min conversation with the Executive Director — a discussion of your experience and interests, not a test
- **Step 3:** Agreed scope of work — we co-design the focus with you

Questions? Contact Melissa Kaminker — melissa.kaminker@opalhealthafrica.org