

OPEN JOB VACANCY ANNOUNCEMENT

CHIEF EXECUTIVE OFFICER

OXYLIFE 2020 Uganda Limited

Uganda's First Licensed Producer of Medical Grade Oxygen for Human Use

POSITION SUMMARY

Job Title	Chief Executive Officer (CEO)
Organisation	Oxylife 2020 Uganda Limited
Reports To	Board of Directors
Location	Kampala, Uganda (with national and regional travel as required)
Employment Type	Full-time
Sector	Medical / Healthcare Manufacturing & Distribution

ABOUT OXYLIFE 2020 UGANDA LIMITED

Oxylife 2020 Uganda Limited is a pioneering healthcare company and the first of its kind in Uganda to manufacture and distribute medical grade oxygen certified and approved for human use. Now entering its fifth year of operations, Oxylife has built a credible foundation in an essential healthcare segment — ensuring a reliable, domestically produced supply of life-saving oxygen to hospitals, clinics, and healthcare facilities across Uganda.

The company is at a critical and exciting inflection point. Having established its production infrastructure and obtained regulatory approval, Oxylife is now focused on aggressive market development, building brand presence across the healthcare sector, growing sales volumes, and expanding its distribution network nationally and into the wider East African region. The incoming CEO will lead this growth chapter.

PURPOSE OF THE ROLE

The Chief Executive Officer (CEO) will provide the overall strategic, commercial, and operational leadership of Oxylife 2020 Uganda Limited. Reporting to the Board of Directors, the CEO will be accountable for driving revenue growth and market penetration of Oxylife's medical grade oxygen products, building and leading a high-performance team, and positioning Oxylife as the dominant and most trusted supplier of medical grade oxygen in Uganda.

The role demands an exceptional combination of medical or health sciences expertise — to engage credibly with healthcare buyers, regulatory bodies, and clinical end-users — and strong commercial and marketing acumen to build a sustainable, growing business. The CEO will serve as the public face of the company and its primary ambassador to the healthcare sector, government health institutions, hospital procurement teams, and the investment community.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

1. Strategic Leadership

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- Develop, present to the Board, and execute a clear five-year organisational strategy with annual operating plans, growth targets, and measurable milestones.
 - Translate strategy into actionable departmental goals, performance KPIs, and resource plans aligned to the Board's objectives.
 - Identify new market opportunities — including public sector health facilities, NGOs, faith-based hospitals, private clinics, and regional export markets — and develop plans to capture them.
 - Lead the development and execution of a comprehensive product and brand marketing strategy for Oxylife medical grade oxygen, building recognition and preference among healthcare professionals and procurement decision-makers.

2. Commercial Growth and Sales Leadership

- Own and drive revenue growth — set ambitious sales targets and lead the team to achieve and exceed them consistently.
- Build and maintain senior-level relationships with hospital administrators, medical superintendents, procurement officers, Ministry of Health officials, NGOs, and distributors.
- Oversee the development and execution of a robust go-to-market strategy covering pricing, distribution channels, tendering and supply agreements, and promotional plans.
- Drive supply agreement negotiations with key healthcare institutions including government and private hospitals, maternity units, intensive care units, and emergency services.
- Lead and grow the sales team, setting clear targets, providing coaching, and building a sales culture driven by results, accountability, and customer service excellence.
- Oversee customer satisfaction and retention — establish feedback mechanisms, respond to service delivery issues, and continuously improve the customer experience.

3. Operations, Production, and Quality Oversight

- Provide executive oversight of the production plant — ensuring safe, efficient, and cost-effective operations meeting all regulatory and quality standards for medical grade oxygen.
- Work with the technical team to maintain and improve production capacity, minimise downtime, and ensure the integrity and traceability of the product supply chain.
- Ensure full and continuous compliance with National Drug Authority (NDA) regulations, Ministry of Health requirements, and all applicable Ugandan statutory obligations governing the production and distribution of medical grade oxygen.
- Maintain and improve ISO and/or relevant medical product quality certifications.
- Oversee procurement, logistics, and fleet management to support efficient distribution.

4. Financial Management

- Work with the Finance team to prepare and manage annual budgets, forecasts, and financial performance reports, presenting results and variance analyses to the Board.
- Manage capital investment and operational expenditure efficiently to deliver investor targets for profitability and growth.
- Identify and pursue financing and investment opportunities — including grants, health sector development funds, and debt/equity financing — to support business expansion.
- Ensure robust financial controls, audit readiness, and adherence to Uganda Revenue Authority and other statutory financial obligations.

5. Human Resources and Organisational Culture

- Build and lead a high-performing team — recruit, develop, and retain exceptional talent across sales, operations, finance, and support functions.
- Promote a culture of excellence, accountability, continuous learning, and innovation.

- Oversee staff performance management, including setting objectives, conducting appraisals, and ensuring development plans are in place.
- Ensure compliance with Uganda's Employment Act and all HR statutory obligations.

6. Board and Stakeholder Relations

- Serve as the principal management liaison to the Board of Directors — prepare Board papers, present at Board meetings, and implement Board decisions.
- Keep the Board continuously informed on business performance, risks, opportunities, and critical operational issues.
- Represent Oxylife externally with investors, government institutions, development partners, industry bodies, and media.
- Build and maintain a strong network within Uganda's healthcare sector and the broader East African health market.

KEY PERFORMANCE INDICATORS (KPIs)

Commercial / Sales KPIs	Operational / Organisational KPIs
1) Achievement of annual revenue and sales volume targets	1) Production uptime and quality defect rate
2) Number of new healthcare facility supply contracts signed	2) Full NDA and regulatory compliance — zero critical violations
3) Market share growth within Uganda's medical oxygen segment	3) Staff retention and employee engagement scores
4) Growth in distribution reach (number of facilities served)	4) Annual budget adherence and financial reporting accuracy
5) Customer satisfaction and contract renewal rates	5) Health & safety incident rate at production facilities

PERSON SPECIFICATIONS

A. Qualifications — Minimum Requirements

1	Bachelor's degree in medicine and surgery (MBChB), Pharmacy (BPharm), Biomedical Engineering, Nursing Science, — OR — a bachelor's degree in business administration, Commerce, or Marketing combined with demonstrated senior experience in the healthcare or pharmaceutical sector.
2	A postgraduate qualification (master's degree or Postgraduate Diploma) is strongly preferred. Acceptable disciplines include MBA, Health Services Management, Pharmaceutical Sciences, Biomedical Engineering, Public Health, or Marketing.
3	Evidence of continuing professional development in business leadership, health sector management, or commercial growth is an added advantage.

B. Professional Experience

Requirement	Essential	Preferred / Added Advantage
Overall Experience	Minimum 5 years of progressive experience in a senior leadership or management role.	7+ years, including experience in a CEO, MD, or Director-level position.

Requirement	Essential	Preferred / Added Advantage
Healthcare / Medical Sector	Demonstrable experience in the healthcare, pharmaceutical, or medical products sector in Uganda or comparable African market.	Direct experience with medical gas, oxygen therapy, hospital supply, or pharmaceutical distribution.
Commercial & Sales Leadership	Proven track record of driving sales growth, securing institutional supply contracts, and building commercial partnerships.	Experience selling to Ugandan Ministry of Health, NSSF health facilities, NGO health programmes, or large hospital networks.
Marketing	Experience developing and executing marketing strategies for health or FMCG products.	Experience with health product brand building or awareness campaigns targeting clinical professionals.
Operations / Production	Experience overseeing manufacturing, production, or logistics operations.	Experience with NDA-regulated or WHO-GMP manufacturing environments.
Finance	Experience managing organisational budgets, financial reporting, and cost controls.	Experience with investor relations, fundraising, or development financing.
People Leadership	Demonstrated experience building and leading teams of 10+ people.	Track record of talent development, succession planning, and building sales cultures.

C. Skills and Competencies

Leadership & Strategic Skills	Technical & Sector Skills
✓ Visionary, results-driven leadership with the ability to inspire and galvanise a team around ambitious goals. ✓ Exceptional communication and presentation skills — able to engage credibly with clinical professionals, government officials, investors, and the Board. ✓ Strong negotiation skills — particularly in supply contracting, tender processes, and partnership development. ✓ Sound financial literacy: ability to read, analyse, and act on financial statements, cash flow forecasts, and board-level reports. ✓ Strategic thinking combined with an entrepreneurial, action-oriented mindset. ✓ High emotional intelligence — able to build relationships, resolve conflict, and lead change effectively.	✓ Understanding of medical and clinical use of oxygen, including applications in anaesthesia, intensive care, emergency medicine, and neonatology. ✓ Familiarity with Uganda's health sector regulatory environment, including NDA, Ministry of Health procurement systems, and health facility licensing. ✓ Knowledge of medical product sales and marketing, including engagement with formulary committees, clinical champions, and tender processes. ✓ Understanding of gas manufacturing, cylinder management, and medical supply chain logistics. ✓ Proficiency in standard business productivity tools and CRM or ERP systems.

D. Personal Attributes

Character	Drive	Work Style
• Unimpeachable integrity and professional ethics • Relentless drive for results and commercial impact • Highly organised with strong attention to detail and follow-through	• Passion for Uganda's healthcare development • Entrepreneurial energy and appetite for bold decisions • Comfortable with ambiguity and able to adapt quickly to changing market conditions	• Humility — leads by example and builds others • Patient but persistent in relationship-building • Willing to be a visible and active presence in the market

Please address your applications to:

The Manager Human Resources & Administration
Oxylife 202 Uganda Limited
PO BOX 4501 Kampala
Plot1374 – 1375 Block 15 Kibuga Road
KAMPALA

C/O

Joint Medical Store
P.O. Box 4501
Kampala

Submission of Applications

Only qualified candidates who meet all the above requirements are invited to submit applications, resume, copies of academic certificates, testimonials and three referees (who are not relatives) with their daytime telephone contacts using the link <https://forms.gle/XnGJFGsASoCQzjbS9>

After submitting the filled form, send your Application letter, CV and academic documents in **ONE PDF** document to HRA@jms.co.ug

Clearly indicate in the subject line of the email your names and position you are applying for e.g.
Christine Nakatudde – Chief Executive Officer - Oxylife

Only Applications submitted online will be accepted.

Only short-listed candidates will be contacted.

Closing date for applications is **Friday, 24th July 2026 at 5:00pm.**

You may visit JMS website at www.jms.co.ug for the job's additional details.