

ToR Recruitment Care and Treatment Specialist

I. CONTEXT

Cameroon has among the highest burden of HIV in West and Central Africa (2.7% among average risk reproductive age adults – DHS 2018). High HIV prevalence is associated with high-risk sexual behaviors such as inconsistent use of condoms and lubricants and a high rate of sexually transmitted infections (STI). Stigma and discrimination have further marginalized key populations limiting their access to life-saving services such as anti-retroviral therapy (ART) and reducing the country's ability to control the HIV epidemic.

The national response is led by the National AIDS Control Committee (NACC), which coordinates implementation of the National HIV/AIDS Strategic Plan 2011- 2015. This policy aims to reduce HIV and STI-related morbidity and mortality and alleviate its socioeconomic impact on the development of Cameroon. Among strategic approaches, the plan stresses improved access to prevention, care and treatment for key populations.

U.S. Government (USG) commitment for the response is articulated in the 2012 “PEPFAR Blueprint: Creating an AIDS-Free Generation”. Among various USG agencies supporting the response, the United States Agency for International Development (USAID) focuses on combating the spread of HIV/AIDS through five key activities: HIV prevention in Most-At-Risk Populations (MARP) or key affected populations; care and support to children affected by AIDS; strengthening the national pharmaceutical management system; technical assistance to programs funded by the Global Fund; and operational research in HIV prevention.

The USAID-funded *Continuum of Prevention, Care, and Treatment (CoPCT) for HIV/AIDS with Most-at-risk Populations* (CHAMP-Cameroon). CHAMP has the following objectives: (1) technical competence of partners in key populations program design and management using the CoPCT increased, (2) enabling environment for key populations HIV/AIDS programming strengthened, and (3) quality assurance/quality improvement, and monitoring and evaluation systems in the CoPCT strengthened. These efforts will expand service coverage in four focus regions and generate data for evidence-based programming. The program will employ a continuum of care approach, linking clients with community- and facility-based interventions. It will also strengthen the policy environment to support client-friendly services and appropriate social protection and advocacy.

CARE USA through CARE-Cameroon serves as the prime for this cooperative agreement. Together, the consortium is collaborating with the NACC, the Ministry of Health (MOH), community-based organizations (CBOs) as Cameroon Medical Women Association (CMWA), Horizons Femmes, Humanity First, CAMFAIDS, Alternatives Cameroun, Affirmatives Action, ASAD, Alcondoms and other stakeholders (UNAIDS, the Global Fund, the World Bank) to build the capacity of the national, regional and community response.

POSITION DESCRIPTION: HIV CARE AND TREATMENT SPECIALIST - Yaoundé
Continuum of prevention, care, and treatment of HIV/AIDS for
Most-at-risk Populations (CHAMP)
CHP Cameroun

Technical assistance (70%)

The **Care and Treatment Specialist (CTS)** provides technical assistance in partnership with local community-based organizations (CBOs) and public sector facilities to develop, implement, and improve client-friendly care and treatment services for key populations. He/she acts as a resource in all matters pertaining to HIV/AIDS care and treatment, including, but not limited to: HIV testing and counseling, referral and linkage to and from community- and facility-based services, antiretroviral treatment, adherence counseling, client tracking, case management, peer navigation, retention in care, clinical care including treatment of opportunistic infections, sexually-transmitted infections (STIs), HIV diagnostics, psychosocial care and support, pre- and post-exposure prophylaxis, and care and support for victims of gender-based violence.

The CTS:

- Provides primarily on-site supervision, guidance and support to CBO and government partners in the implementation of comprehensive care and treatment for HIV
- Assists Care and Treatment Technical Advisor (CTTA) with training providers on client-friendly service provision for key populations
- Ensures that two-way referral mechanisms between community-based programs and clinical facilities are functional and that clients are effectively linked to, and retained in care
- Supports CBO and facility partners to provide appropriate diagnostic and clinical services to ensure that clients adhere to their treatment, assess viral load, and are virally suppressed
- Provides support to CTTA in the development and or review of standard operating procedures (SOPs), client flow algorithms, and job aides to ensure that stakeholders have clarity on how clients navigate through the services network, clear roles and responsibilities, and tools needed to ensure linkage and retention
- Supports CTTA to organize regular coordination meetings between implementing partners and partner health facilities
- Supervises meetings and debriefing with relay counselors (Peer navigators)
- Liaises with all relevant team members to ensure integration and coordination of care and treatment activities with other program areas (i.e. prevention, enrollment, tracking, etc.)
- Supports with CTTA rollout of training for providers and CBO staff
- Ensures liaison with various partners for rollout and implementation of COVID-19 testing and vaccination at CBOs.

Program management, quality improvement, and coordination (30%)

Under the supervision of the Care and Treatment Technical Advisor (CTTA), the CTS oversees and coordinates HIV care and treatment activities in Yaoundé and Bafoussam. S/he helps partners develop strategies to achieve program-related goals, providing direction and capacity strengthening, reaching agreement on follow-up actions, and following through to ensure they are effectively carried out. S/he ensures that all implementing partners HIV care and treatment activities are evidence-based, best practice or theory-driven, and incorporate the latest evidence-based guidance. S/he, under the lead of CTTA, assists implementing partners to comply with all relevant Cameroon, WHO, USAID and PEPFAR regulations and procedures.

The **CTS**:

- Conducts regular site visits to monitor the implementation of care and treatment programs; communicates findings and recommendations for strengthening care and treatment activities to the care and treatment Technical Advisor, as appropriate to the team.
- Assists with drafting of the annual work plan, the HIV care and treatment component of quarterly, semi-annual, and annual reports.
- Collaborates with the Douala CTS to serve as the care and treatment team co-lead on all relevant quality assurance and improvement initiatives.
- Supports partners to assess progress against standards, identify gaps in performance, solve problems, test solutions, and scale them accordingly.

Program area: The CTS serves as part of the Care and Treatment team to provide support to programs in Yaoundé and Bafoussam (based in Yaoundé).

Education: Physician (Medical Doctor); Master's Degree or knowledge of public health preferred

Experience: A minimum of 3 years' experience implementing HIV/AIDS care and treatment programs in Cameroon. Experience working with key populations preferred.

Experience should demonstrate ability to manage mid-level coordination and relationships with community-based organizations, public sector entities, and bilateral and multilateral donors.

Language proficiency: Written and oral fluency in French language is required. Additional fluency in written and oral English is preferred

II. OBJECTIF

II.2 General Objectif

The objective of this Care and treatment Specialist is to offer technical assistance and monitor the implementation of CHAMP activities

II.2 Specific Objectif

- Ensures the roll out and implementation of various interventions/strategies across the different program areas such as prevention, care, treatment, monitoring and evaluation
- Provides technical assistance along the HIV cascade to CHAMP partnered CBOs
- Assists in and guide implementing partners (IP) monthly planning meetings and validates the monthly action plans

- In collaboration with the care and treatment team, organizes monthly coordination meetings between DICs and implementing partners such as RTG, health facilities, CBCHS etc
- Participates in Implementing Partners' weekly debriefing meetings.
- Contributes to the evaluation of IP and follow-up on the capacity development plans
- Conduct situational and data analysis to identify and understand gaps across the HIV cascade and assist in establishing remediation action plan
- Provide advices or suggestions for improvement according to objectives
- Identify difficulties in achieving performance and find appropriate solutions to them
- Provides regular feedback to CBOs on their technical performance and follow recommendations
- Assists and follows-up CBO partners in implementation of their action plans
- Informs the Project Manager of any attempted fraud, fraud, corruption or misuse of resources from implementing partners
- Provides supportive supervision of planned activities and takes corrective measures
- Contributes to the capitalization of results and good practices of the project.
- Assists in the monitoring of quality services by making sure all services are offered based on established Standard Operating Procedures and service delivery tools

Contract duration

09 months renewable. Full time work (01 April to 30 September)

III-Profile/Skills required:

- Doctorate in Medicine, master's in public health, Bachelor in Nursing, Social Sciences, or related disciplines;
- Experience in institutional capacity building, especially with CSOs;
- Knowledge in the areas of HIV/AIDS prevention, care and treatment
- Adaptability to a context with security constraints / good stress management.
- Having a good capacity for analysis and anticipation.
- Experience with KPs is an asset
- Good literacy in Microsoft tool (Excel, Word), Skype, Zoom
- Excellent organizational and coordination skills

IV. POSITION ELEMENTS

1. **Supervision received:** The *C&T Coordinator* works under the general supervision of the Program Manager . The latter and the incumbent will review roles and responsibilities together, set goals, objectives, expectations and results to be achieved. The incumbent will be expected to seek advice and assistance as required.
2. **Exercise of judgment:** Good judgment is required to analyze, interpret, and adapt prior experience, particularly as guidelines are updated and new activities developed. Within a range determined by

the incumbent and superiors, the incumbent exercises independent judgment in planning and follow-up of actions and assignments. The incumbent works with some level of independence.

3. **Nature, level, and purpose of contacts:** The incumbent will be expected to dialogue with the CBO, RTG, and Clinical partners

F. SALARY AND BENEFITS

As per CHP compensation package.

If you are interested in pursuing this opportunity please submit a resume, a cover letter, CV, copy of certificate/diploma and a list of at least three (3) professional references **NO LATER THAN 15/03/2022** to chp@carehealthprogram.org. with "Position Title" in the subject line or bring it physically to our CHP Office located begin the « Centre Régional des Impôts du Centre face stade Omnisport »

Le Directeur Exécutif
M. BOUPDA KUATE Aubin Alexis