



Tanzania Health Promotion Support

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Tanzania Health Promotion Support (THPS) is an indigenous NGO established under nongovernmental organization act No 24 of 2002 in 2011. THPS works in partnership with the Ministry of Home Affairs (MoHA), Ministries of Health (MoH) and Presidents Office - Regional Administration and Local Governments (PORALG) and Ministry of Health in Zanzibar with a goal of ensuring accessible high-quality health care services to Tanzanians; through strengthening of health systems for quality health services.

THPS, implementing a the five (5) years project **AFYA HATUA** (*Sustain Treatment, Enrolment and HIV Prevention- STEP*) awarded by CDC/PEPFAR. Through AFYA HATUA, THPS delivers client centered, **comprehensive** facility and community-based HIV prevention, care, and treatment services for general, key and vulnerable populations in Pwani, Kigoma and Shinyanga regions, and contribute to the country's epidemic control.

THPS is currently seeking highly experienced, committed and motivated Tanzanians to fill in vacant positions for **AFYA HATUA** project in Pwani and Shinyanga Regions:

Position Title: Cervical Cancer Prevention Field Officer (CCP - FO) 1 position

Reports to: Regional Program Manager

Location: Pwani Region

Overall Job Function:

The CCP-FO will assist the THPS Cervical Cancer Prevention unit in overseeing the planning, implementation and monitoring the MoH and CDC cervical cancer prevention program in Pwani region and ensure that the program achieves its goals in all THPS supported health facilities. The CCP-FO will work with the THPS program teams to ensure that the program follows national protocols and standards. S/he is expected to cover extensive travel to all THPS supported facilities within the region.

Specific duties and responsibilities

- Liaise closely with the Regional and District health authorities in implementation of the cervical cancer screening program in the region.
- Build working relationship and provide technical support to Pwani Regional and Council Health Management Teams (RHMT and CHMTs) in planning, coordination and supervision of cervical cancer screening activities in the region.
- Build capacity of the health facility staff to ensure the necessary equipment and supplies including CO2 and 5% vinegar are available.
- Orient PEs and auxiliary staff on cervical cancer screening in order to mobilize women.
- Work with available community support structures/authorities to mobilize and sensitize the communities in the region to participate in the program.
- Organize and facilitate training of health care providers on cervical cancer screening and cryotherapy.
- Organize stake holder's meetings/joint supportive supervision biannually.

- Organize and coordinate outreach services to needy communities to reach the desired prevention goal of cervical cancer
- Explore the integration of cervical cancer screening in postpartum care, Family planning, PMTCT, HT, CTC STI services and outreach services
- Work with other programs within THPS such as PMTCT, HTS/EID, CTC and APSC to mobilize and sensitize clients and integrate the cervical screening and treatment services within the existing programs.
- Supervise and mentor health care worker providers at sites implementing Cervical Cancer Prevention program.
- Track and document lessons learnt and best practices during the implementation of the program.
- Build the capacity of service providers in documentation, data collection and analysis
- Provide reports to regional team leader/coordinator, regularly at required intervals
- Ensure DHIS data of all supported sites and outreach sites reports monthly timely in collaboration with DRCHCo and DHIS focal persons within the districts and RRCHCo and RHIMs
- Carry out other relevant tasks as assigned by supervisor
- Prepare weekly, monthly progress reports, budgets, and work plans, particularly those pertaining to CCP
- Provide data and a summary report on a timely basis for preparation of monthly, quarterly and annually reports.
- Perform other related duties as assigned by supervisor

Qualifications & Experience

- Degree in Medicine, or Nursing or equivalent from recognized Universities.
- At least 3 years' experience in cervical cancer screening.
- Experience in LEEP services, VIA TOT, CCS, HTS and PMTCT-EID program is added advantage
- Experience in community sensitization and mobilization.
- Experience in data management, monitoring and supervision.
- Strong communication and team building skills.
- Ability to work independently with strong problem-solving skills.
- A good understanding of public functions and operations in government and/or NGO services.
- Good verbal and written communication skills in English and Kiswahili
- Good intellectual and human skill capacity to engage and work with individuals with different characters

Position title: Clinical Advisor - HIV Prevention and treatment (2 Positions)

Reports to: District Managers/ Cluster Lead

Location: Pwani 1, and Shinyanga1 with 75% field travel

Job Summary:

To provide technical support to health care providers (HCPs) on provision of high-quality client centered, multidisciplinary family-focused HIV prevention, and treatment at services at supported facilities in Shinyanga, Kigoma and Pwani regions. This entails targeted HIV testing services, optimized Provider Initiated testing and Counseling (PITC), same day enrollment into antiretroviral treatment (ART) of newly identified PLHIV, effective adherence and retention strategies and minimizing lost to follow up (LTFU), TB integration, opportunistic infection prevention, and ensuring viral load suppression. S/He will work with the PMTCT/Pediatrics field officers and community services team to ensure that HCPs, expert clients and community

volunteers are well equipped with skills to appropriately manage infants, children and adolescents living with HIV according to national and international standards.

Roles and Responsibilities:

- To conduct supportive supervision, on job training, continuous medical education and training to HCPs and supportive cadres on client centered comprehensive HIV services towards epidemic control.
- Under leadership of District Managers support HFs in the assigned districts to implement program activities that meet targets on HIV prevention, treatment, adherence and retention to ART, TB/HIV collaborative activities, HTS, PMTCT, Laboratory, CECAP and GBV; (also DREAMS in Shinyanga and VMMC in Shinyanga and Kigoma regions).
- Support health providers and community teams to implement evidence-based innovations to retain key and vulnerable populations living with HIV identified in community settings
- Ensure PLHIV efficient HVL and TB samples transported and results documentation for proper HIV viral load monitoring.
- Facilitate pediatric optimization for pediatric clients on ART in the assigned districts.
- To ensure QI initiatives are implemented in all supported HFs in the districts.
- Ensure availability of national HIV prevention and treatment guidelines and tools at supported sites.

Qualifications, Experience and Skills required:

- Medical Doctor (or equivalent) from recognized University. Post graduate training will be an added advantage.
- At least two years' experience in donor funded HIV program implementation
- Familiarity with national, regional and district level health care programs in Tanzania.
- Ability to work independently with strong problem-solving skills
- Fluent in English and Swahili with good verbal and written communication skills.
- Excellent computer skills especially on Ms Word, power point and excel

Job Title: Adherence, Psychosocial Support & Retention Field Officer (APSR FO)

Reports to: District Manager/ Cluster Lead

Location : Shinyanga, with extensive travel of up to 80%

Job Summary:

S/He will be a lead of all activities related to adherence and retention of PLHIV to ART and psychosocial support, including establishment/strengthen facility-community partnership/linkage mechanism in the assigned districts/cluster. S/he will receive technical assistance and guidance from the APSR Technical Advisor (APSR TA) and will be responsible for providing technical guidance and support to Health Care Providers (HCPs), clinical trackers, Peer Educators (PEs) and other community volunteers in enhancing adherence and treatment continuity of PLHIV on treatment. Establish/strengthen internal referral system between various service units within the Health Facilities (HFs) and conduct supportive supervision and mentorship on APSR services in Shinyanga Region. The job entails extensive travel up to 80% within all districts of Shinyanga Region. The incumbent will be a member of the Adult and Paediatric care and treatment, team and will provide day to day oversight of the following areas:

Roles and Responsibilities:

Peer Education in HIV Care and Treatment Clinics (CTC) settings

- Facilitate selection of PEs and APSR trainings for TOTs, HCW and PEs in Shinyanga region.

- Establish/strengthen facility-community partnership/linkage in Shinyanga region.
- Conduct supportive supervision (SS), mentorship, CMEs and OJT on APSR services.
- Support the implementation of peer education program in Care and Treatment settings by ensuring PE's trace defaulters; provide testimonials, link positive clients into care and treatment services and all other PE responsibilities.
- Work with both DACC and CHAC to develop inventory for community-based support services (CBHS) within Shinyanga Region and strengthen community mobilization activities and linkages with community-based organizations
- Work with CHAC to establish, register and support PLHIV support groups in Shinyanga region.
- Work closely with the CHMT and HMTs to design and establish site specific psychosocial activities to improve retention (continuity of treatment) to adolescent and young adults,

Clinical adherence support

- Provide technical assistance to HCWs on care and treatment sites to implement protocols on adherence support for clients on antiretroviral care and treatment.
- Assist in the assessment of APSR specific standards of care (SOC) in assigned districts.
- Conduct SS and CMEs on clinical adherence support to HCPs as per guidelines. Maintain the relationship with RHMT and CHMT, CSO and Faith based organizations responsible for APSR services in Shinyanga region.
- Take part in the integration of other programs (Pediatric, PHDP, TB/HIV units within APSR) in the region through training and implementation.
- Provide technical support to HCPs, PEs, clinical trackers and other relevant actors in assigned districts to implement facility-based HIV initiatives for PLHIV on treatment.
- Develop and facilitate innovative strategies to reduce treatment interruptions.
- Design retention interventions targeting different sub populations on treatment continuity.
- Take leadership in design, training and distribution of relevant job aides and materials related to adherence counselling and treatment continuity in assigned districts.
- Collaborate with Community IP, HCPs, PEs, LCs and sub granted NGOs to conduct SS and mentorship in order to improve quality of services.
- Ensure formation of active Adolescent and youth groups/clubs and other initiatives to improve adolescents' adherence, retention and viral suppression across facilities and promote HIV knowledge and psychosocial support to this age group.
- Strengthen multi-sectorial collaboration with CHACs and other partners including linkages with community-based organizations.
- Provide technical support and best approaches on how to improve reminders, referrals and follow-up of clients in the facility to prevent clients missing appointments and tracing clients with treatment interruptions.
- To prepare daily, weekly, and monthly summary report and provide periodic progress reports and provide input for the preparation of the quarterly reports.
- Any other duties as assigned by supervisor.

Qualifications, Experience & Skills required:

- Degree in BA sociology or nursing or related discipline with extensive field experience.

- Minimum 5 years' work experience in HIV field with a donor-funded organization, including demonstrated experience and knowledge working with facility-based HIV prevention programs. Must have experience with PEPFAR-funded HIV programs, preferably with CDC.
- Familiarity with district-level health care systems in Tanzania is highly desired.
- Excellent written and verbal communication skills with fluency in English required
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum;
- Ability to provide high quality technical support to HCPs, clinical trackers and volunteer
- Ability to lead and work with diverse teams.
- Flexibility to work after normal working hours and on weekends with significant travel.
- Ability to work independently with minimal supervision and strong problem-solving skills.

How to apply:

Interested applicants should send an email recruitment@thps.or.tz attaching their application cover letter one page maximum and CV four pages maximum by **June 17, 2022** with a position title as a subject line, for example: **“Cervical Cancer Prevention Field Officer”**. Only short-listed applicants will be contacted. Please do not attach any certificates when submitting online.

THPS is an equal opportunity employer; women, people living with HIV/AIDS and people living with disability are encouraged to apply.