



Partnerships for a healthy Africa

## VACANCY ANNOUNCEMENT

ACHAP was established as a Public-Private Community development Partnership in 2000 to enhance and support Botswana's HIV & AIDS response. Using a comprehensive approach, ACHAP has successfully supported HIV prevention, care and treatment in Botswana for almost two decades with remarkable results. Key to the success of ACHAP support has been the focus on results, the ability to develop and manage partnerships with government, civil society, other development partners and the private sector. ACHAP's main strengths include flexibility and innovation in programme design and implementation, evidence-based programming, and commitment to culturally relevant approaches. ACHAP prides itself as a health development organization. ACHAP is now an independent non-profit making entity with a broader health mandate, wider geographical focus continuing to build on, and leverage on her core competencies in the field of HIV/AIDS and related health conditions.

ACHAP seeks to appoint suitably qualified and highly motivated individuals with strong commitment to programme implementation to the following position:

1. **Social and Behaviour Change Communication Officer** (1 position tenable in Gaborone)

### **Job purpose**

The incumbent will provide technical guidance on Social and Behaviour Change Communications across all ACHAP Programmes and Projects. The officer will be responsible for development and guidance on the implementation of the organization's SBCC strategy and related work plans.

### **Roles and responsibilities**

- Supports development of a comprehensive Social and Behaviour Change Communication (SBCC) strategy and action plan.
- Coordinate and integrate the implementation, monitoring and evaluation of the ACHAP's SBCC component.
- Builds partnerships and serve as a liaison between relevant stakeholders and ACHAP in SBCC programming
- Assists in the conduct of formative research prior to, during the life of and upon the completion of the SBCC Projects, in collaboration with the M&E Unit and other research institutions.
- Establishes collaborations in the identification, documentation and sharing of best practice in order to strengthen SBCC programming through participation in scientific forums and technical networks.

- Provides technical assistance, in the area of social marketing and behaviour change communications to Programmes and other departments.
- Develops or review technical resource materials (e.g., training materials, SBCC plans, strategy documents, job aids) and programming tools to support meeting of various programmes objectives.
- Conducts formative research for messages and materials development while working with partners to design communication and messaging content for various programmes.
- Provides technical support for the development and dissemination of IEC materials
- Guides SBCC related proposal writing on social and behaviour change communications for possible funding.
- Assists in identification of Social and Behaviour Change Communication training needs for ACHAP and implementing partner staff.
- Represents ACHAP on technical working groups/committees as required; and
- Coordinates the production of the ACHAP's annual report.
- Prepares annual work plans and progress reports as requested.

#### **Qualifications and experience**

- Degree in Public Health or Health Education and Promotion with Behaviour Change Communications, Social Marketing and or Health Communication experience.
- A Postgraduate training in Social Marketing, or Behaviour Change Communications is an added advantage.
- 5 years at Officer Level in Health Education and Promotion, Public Health, Health Communication
- Experience in developing and implementing SBCC strategies and work plans, designing and implementing projects that include a strong behaviour change communication component, developing behavioural change communication tools and materials and monitoring and evaluation of health projects and operational research experience

#### **Knowledge, skills and attributes**

- Health programming
- HIV and AIDS Prevention
- Behavior Change Communication
- Social Marketing
- Research Design
- Monitoring and Evaluation

**2. Community Volunteers (170 positions** tenable in the following districts; Gaborone- 8, Lobatse- 6, Jwaneng- 6, Boteti- 4, Goodhope- 8, Southern-8, South East- 8, Kweneng East- 10, Kweneng West-10, Kgatleng- 8, Serowe-10, Bobonong- 9, Mahalapye- 9, North East- 8, Chobe- 10, Ghanzi- 10, Kalagadi South- 10, Kgalagadi North- 10, Okavango- 10, Mabutsane- 8)

#### **Job purpose**

The Volunteer will be responsible for conducting community-based TB/HIV and COVID-19 prevention activities contributing to TB diagnosis, improved treatment adherence and comprehensive care that positively influence treatment outcomes and prevent the spread of COVID-19.

### **Roles and responsibilities**

- Empower individuals, families and community members on basic TB/HIV/COVID-19 information through health talks, demonstrations & distribution of IEC materials which includes leaflets, booklets, brochures, Flyers etc.
- Participate in community TB/HIV/COVID-19 sensitization and mobilization activities to enhance their participation aimed at reducing stigma and discrimination towards people with diseases.
- Refer all registered TB patients for Community TB Care to improve access to community TB/HIV based services.
- As may be required, provide Direct Observed Therapy (DOT) services to TB patients and provide support to all other TB treatment supporters and guardians who take care of TB patients in the Community TB Care
- Empower individuals, families on Infection Prevention and control measures which include coughing technique, patient triaging, adequate ventilation, wearing masks, sanitizing and washing of hands, social distancing etc.), to prevent the spread of TB and COVID 19.
- Provide TB & HIV/AIDS treatment adherence counselling and support to all community based TB/HIV patients including Drug Resistant (DR) TB.
- Provide advices for TB/HIV patients on positive living with the diseases in order to improve their own health and general wellbeing.
- Accompany patients whenever necessary, to various health units to ensure that they reach the health facility to receive the recommended care and services.
- Conduct TB/COVID-19 screening among the general population and TB contacts of all index TB patients for early diagnosis and treatment initiation to curb the spread of infection.
- Refer identified presumptive A-19/TB cases to the nearest health facility for further assessment, investigations and management by clinicians.
- Conduct household risk assessment during TB conduct screening to determine the immediate risks that may interfere with positive TB treatment outcomes.
- Work closely with individual patient and family in addressing the identified social, emotional, physical, economic risks and refer to them to appropriate services or assistance.

### **Qualifications and experience**

- Diploma in health-related courses
- Three (3) years' experience in providing Community based TB/HIV services

### **Knowledge, skills and attributes**

- Basic Community TB/HIV care and support
- Infection prevention and control
- Community health planning, organizing and management

- Computer literacy

**Please note:**

ACHAP will respond to shortlisted candidates ONLY.

Application letter stating area of preference and CV should be addressed to the attention of: The Human Resources and Administration Manager, Private Bag X033, Gaborone. Applicants are encouraged to submit their applications electronically to: [recruitment@achap.org](mailto:recruitment@achap.org)

Closing date for applications: 29<sup>th</sup> January 2021