

**Advert reference number: PM 0035 – 2018**

## **Demographer (Community Services, Care, Referral and Linkages) X 2**

As the purpose and objective of this project is to directly support the Department of Basic Education, applications from candidates currently employed by the Department of Basic Education will not be considered as we are committed to strengthening the capacity and commitment of SAG sectors.

Wits RHI, with the funding from USAID, will be implementing a School-Based HIV and Gender Based Violence Prevention Program, a 5-year co-operative agreement that will support the South African Government to reduce the incidence of HIV infection and violence among in-school adolescents 10-19 years as well as educators and support staff across four provinces in South Africa (Gauteng, KwaZulu Natal, Mpumalanga and Western Cape). This will be achieved by assisting the Department of Basic Education to implement 1) comprehensive sexuality and HIV prevention education; 2) the National School Safety Framework and SAFE schools programme; and 3) facilitate linkage to care for comprehensive SRH, HIV prevention care and support, post violence and psychosocial services.

Founded in 1994, Wits RHI is a renowned African institute in a world class African university, which works to address some of the greatest public health concerns affecting our region, including HIV and its related problems, sexual and reproductive health, and vaccinology. We use a multi-pronged approach to improve health outcomes at both national and global levels and have a vast research and programmatic footprint across the region. The Institute is a WHO and UNAIDS collaborating centre and UNFPA strategic partner.

Wits RHI is seeking to hire two Demographers

### **Main purpose of the job**

Reporting to the Community Services and Linkage Manager, the Demographer will play a fundamental role in ensuring functional bi-directional referral systems between communities, clinical services, and social service providers. Strengthen linkages and coordination between social service and health workforces, implementation of comprehensive, HIV-inclusive case management. To support the Community Services and Linkage Manager in the integration of community and clinical service delivery with a focus on improving results towards “90-90-90” in addition to supporting prevention and psychosocial targets.

She/He will also support the geo-spatial mapping of clinical and psychosocial including post violence care services within the district, offered by both SAG and NGOs incl. care and treatment, school, community and OVC partners. We recognise that some of this mapping has been conducted through either DREAMS or She Conquers but we are aware that this is incomplete and will require further efforts to complete and ensure layering of services for young people.

## Location

08 Blackwood Avenue – Parktown, Johannesburg

## Key performance areas

- Ensure functional bi-directional referral systems in all provinces/districts to improve both health/HIV and social service delivery
- Once the geo-spatial mappings have been generated, working closely with the Community Services and Linkage Manager, the CSLO's will be assigned to provinces to support the implementation of comprehensive, HIV inclusive case management and social services
- Manage community profile and mapping referral systems of patients from the community to facility and vice versa
- Work within district based ISHP task teams to ensure coordination and effective referrals of adolescents for comprehensive SRH, HIV, violence and psychosocial support services
- Work with school health partners to facilitate linkage to care for adolescents
- Conduct technical assistance and mentoring with DSD staff, NPO staff, project staff and health facility staff on effective bi-directional referral systems and case management;
- Monitor success of the referral systems, and provide support to troubleshoot and problem-solve as needed;
- Strengthen implementation of comprehensive, HIV-inclusive case management with a focus on improving paediatric HIV case identification
- Strengthening HIV prevention focus, linkage to HTS, care, and treatment; retention among both children and their caregivers; and violence prevention and response.
- Work closely with stakeholders to create demand for health services
- Coordinate with HIV Testing and Counselling providers and manage the national calendar for community outreach schedules and provincial partnerships;
- Coordinate quarterly district level quality improvement meetings with relevant bidirectional referrals stakeholders as required;
- Coordinate with the M&E team to ensure all bi-directional referrals data are accurate and produced weekly; use data for decision-making and ensure partners are using data to conduct needed follow-up for systematic follow up of cases of incomplete referrals;
- Report on referral systems on a monthly basis on key performance indicators on a monthly basis;
- Ensure that program information is accurately and promptly communicated from and to the field;

- Ensure that a spirit of motivated teamwork and open communication is maintained throughout the project sites.
- Strengthening HIV prevention focus, linkage to HTS, care, and treatment;
- Retention among both children and their caregivers; and violence prevention and response.
- Apart from treatment as prevention, CSLOs will enumerate prevention targets for each of geographically targeted areas and will develop provincial level implementation plans as per the delivery of the above areas in coordination with SAG sectors i.e. DBE, DSD, DoH.

### **Required minimum education and training**

- Masters in Demography biostatistics, statistics, analytics or a related field is an added advantage.
- '5 years or more experience in HIV services with management of clinical and community programs preferred.
- At least five years' experience in a field position with an organization in public health or OVC programming; experience in developing and managing referral systems preferred.
- Experience with PEPFAR 3.0 funded project will be an added advantage
- Excellent written and oral communication skills in English, including report writing.
- Excellent training skills in working with adult learners, particularly at the community level; experience in an appreciative approach a plus.
- Able and willing to work flexible hours as needed and without constant or close supervision.
- Demonstrated leadership and team-building skills;
- Must be a South African national or permanent resident with fluency in English and in at least one local indigenous South African language;
- Must have a valid South African driver's license and be willing to travel

### **Required minimum work experience**

- 2 years of project management and public health experience
- Demonstrated role in strengthening coordination and linkages between clinical and community stakeholders, health and social service workforces; and operationalizing integrated service delivery models

### **Desirable additional education, work experience and personal abilities**

- Able to maintain confidentiality, tact and professionalism at all times.
- Able to exercise discretion, high levels of initiative and independent decision-making.

- Self-motivated, able to work independently and work as part of a multidisciplinary team.
- Attention to detail.
- The environment may at times be busy, noisy and need excellent organizational, time and stress management skills to complete the required tasks.
- Able and willing to work flexible hours as needed and without constant or close supervision
- Must be a South African national or permanent resident with fluency in English and in at least one local indigenous South African language;
- Must have a valid South African driver's license and be willing to travel

Should you be interested in applying for this vacancy, please submit (1.) a cover letter (maximum one page) that clearly states which vacancy you are applying for and (2.) a detailed CV to: **Puleng Makau** at [Vacancy7@wrhi.ac.za](mailto:Vacancy7@wrhi.ac.za) **Subject Heading of email must read: Advert reference number PM 0035 – 2018 and Job Title of position applied for.**

Those applicants that do not adhere to the above will not be considered for the respective position applied for.

The closing date for all applications is **15 January 2019**