

## TA Requisition/TOR Form (FOR Temporary Appointments)



### UNICEF Cameroon: TERMS OF REFERENCE (TOR)

**Job Title and Level:** HIV/AIDS Officer NOB, Adolescent Girls and Young Women (AGYW) and Adolescent boys and young men (ABYM)

**Section:** Health and HIV

**Duration:** 364 days (renewable)

**Duty Station:** Yaounde, Cameroun

#### **Purpose of Assignment & Justification:**

Support the central, regional, and district levels advocacy and programming for improving combination HIV prevention, PMTCT, HIV care and treatment, SRH/GBV among AGYW/ABYM.

#### **Scope of Work:**

Cameroon has a generalized HIV epidemic with a national prevalence of 3.4% among women and 2.7% among men aged 15-59 years. Among women, the prevalence increases with age from 3.4% for 20-24 years, 3.7% for 25-29 years, 4.1% for 30-34 years, to 6.5% for 35-39 years. The South, Adamaoua, and East Regions have the highest HIV prevalence rates: 5.8%, 5.6%, and 4.1% respectively. Adolescent girls are particularly vulnerable and have a 9-times higher incidence than boys. Indeed, the HIV prevalence is 0.8% for adolescents 15-19 years and 2% for youths 20-24 years.

Data from the 2018 Demographic health Survey revealed that regarding adolescent girls and young women (AGYW), only 33.4% aged 15-19 years and 39.1% aged 20-24 years have a complete knowledge of means of HIV prevention. For adolescent boys and young men (ABYM), only 30.6% aged 15-19 years and 33% aged 20-24 years have a complete knowledge of means of HIV prevention. 4.6% of AGYW have more than two sexual partners in the last 12 months. More than 50% of AGYW who had an occasional sexual relationship did not use condom. Additionally, 45% of AGYW did not know their HIV status. In December 2021, 38.8% of 30,524 of expected adolescents aged 10-14 years and 39.4% of 17,946 adolescents 15-19 years living with HIV were identified and put on antiretroviral treatment. These indicators revealed the high vulnerability of youths and adolescents and the low access to prevention, treatment and care in West and Central Africa in general and in Cameroun in particular.

To enhance quality and efficiency of AGYW programming and delivery, support PMTCT, pediatric and adolescent HIV/AIDS care, treatment and retention as well as Multisectoral integrated AGYW/ABYM friendly service delivery model including HIV/SRH/GBV). In 2022, guidelines and tools were developed and the model was initiated in three districts. Therefore, this strategic initiative needs to be fully implemented at scale.

As a trusted leader on adolescent and HIV policy, data and programming, UNICEF will provide, technical assistance (TA) to strengthen PMTCT, paediatric and adolescent HIV care and treatment and AGYW/ABYM combination HIV prevention package in selected health districts.

Therefore, there is a need for capacity strengthening of key stakeholders at all levels, close monitoring, supervision, and mentoring of health care providers for the optimal implementation of combination HIV prevention, PMTCT, HIV care and treatment among AGYW/ABYM at the district and regional levels.

#### **OBJECTIVE**

The objective is to support central, Regional, and District levels in improving of combination HIV prevention, PMTCT, HIV care and treatment among AGYW/ABYM. Specifically, the incumbent will be responsible for:

- a) Support the review and update of guidelines, tools, and data collection tools of combination HIV prevention**
  - Identify the key guidelines, tools, and data collection tools of combination HIV prevention
  - Organize review sessions with key stakeholders to update guidelines and tools
  - Disseminate the update versions
- b) Provide technical support to the development of the new eMTCT operational plan**
  - Make a scoping review of best practices of PMTCT, paediatric and adolescent HIV care and treatment
  - Participate in the drafting of the country in developing the new eMTCT operational plan
- c) Provide technical support to the development of the new paediatric and adolescent HIV care and treatment acceleration Plan aligned to the 2024-2030 National HIV/AIDS Strategic Plan**
  - Make a scoping review of best practices of paediatric and adolescent HIV care and treatment
  - Participate in the drafting of the country in developing the new paediatric and adolescent HIV care and treatment acceleration Plan
- d) Support PMTCT situation analysis for PMTCT, paediatric and adolescent HIV care and treatment in the selected priority districts and regions**
  - Extract 2023 and 2024 expected pregnant women, children and adolescents living with HIV in Spectrum
  - Elaborate and analyze 2023 and quarterly 2024 PMTCT cascades
  - Elaborate and analyze 2023 and quarterly 2024 paediatric and adolescent HIV care and treatment cascades
- e) Provide technical support to the development of the district and regional HIV/AIDS response microplans integrated in the district and regional annual plans**
  - Support development of district and regional HIV/AIDS response microplans to scale up best practices of PMTCT, paediatric and adolescent HIV care and treatment
  - Elaborate district concept note and budget to implement best practices for achieving PMTCT, paediatric and adolescent HIV care and treatment objectives
- f) Provide technical support to the development of Integrated multisectoral adolescent and youth-friendly services HIV/STI, SRHR, Menstrual Hygiene and Maternal health, including nutrition, GBV and mental health for AGYW and ABYM**
  - Support development of district and regional HIV/AIDS response microplans to scale up best practices of PMTCT, paediatric and adolescent HIV care and treatment
  - Elaborate district concept notes and budgets to implement best practices for achieving PMTCT, paediatric and adolescent HIV care and treatment objectives

- g) Strengthen the capacity of district and regional stakeholders in PMTCT, paediatric and adolescent HIV care and treatment data collection, analysis and feedback and use for decision-making**
  - Develop Excel tools for analyzing PMTCT, paediatric and adolescent HIV care and treatment data
  - Provide feedbacks to regions and support regions and districts for providing feedbacks to districts and health facilities respectively
- h) Promote Digital campaigns**
  - Develop the U-Report scaling up strategy
  - Develop the social medias campaign scaling up strategy
- i) Ensure supervision and coordination**
  - Review and update supervision and coordination tools
  - Organize supervision of regions and districts
- j) Communications and Knowledge Management**
  - Support evidence generation and the analysis of AGYW/ABYM HIV response programming through documentation, annual reporting, and assessment of promising practices.
  - Support Coordination and the effective dissemination of promising practices nationally.
  - Introduce innovative approaches and good practice to build the capacity of partners and stakeholders and to support AGYW/ABYM HIV response programming
  - Keep abreast, research, benchmark, and implement best and cutting-edge practices in HIV response for youths and adolescents
  - Institutionalize and share best practices and knowledge learned.
  - Develop, build and maintain partnerships to improve the HIV/AIDS response including PMTCT, paediatric and adolescent HIV care and treatment as well as combination HIV prevention
  - Mobilize resources for AGYW/ABYM HIV response.

**Indicative assignment dates:** 23 months

**Supervisor:** HIV/AIDS Manager

**Qualifications or specialized knowledge/experience/competencies required for the assignment:**

**EDUCATION:**

University degree in one of the following or related: Public Health, HIV programming, care and treatment.

**WORK EXPERIENCE:**

At least 2 years of relevant experience working in the areas of global health, HIV and /or development, laboratory diagnostics, project management or related areas. Experience managing projects and reporting to donors and demonstrable track record in country level support is essential. Experience in HIV programs and policy matters in sub-Sahara Africa. Experience working with adolescents in the HIV/AIDS response, Experience working with UNICEF and other UN agencies is an asset.

**LANGUAGE REQUIREMENT:**

Fluency in English and French are required (oral and written). Knowledge of a local language is an asset.

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**COMPETENCIES**

**Core value**


- Care
- Respect
- Integrity
- Trust
- Accountability

**Core Competencies**

- Nurtures, Leads and Manages People (1)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and maintains partnerships (2)
- Innovates and embraces change (2)
- Thinks and acts strategically (2)
- Drive to achieve results for impact (2)
- Manages ambiguity and complexity (2)

**7. Submitted by:**

Name and Title: Chief Health & HIV

Date: 24/10/2023 Signature: 

**8. Review & Endorsement:**

1) Reviewed by Human Resources:

Date: 24/10/2023 Signature: 

**9. Approved by: Representative:**

Date: 26/10/2023 Signature: 