

## **TERMS OF REFERENCE/JOB DESCRIPTION**

**Assignment title:** Health Specialist (HIV), NO-3 level

**Reports to:** Health Manager, P4 level

**Contract type:** Temporary Appointment (6 months)

**Section:** Health and Nutrition, UNICEF Mozambique

**Location** – Maputo Country Office (with frequent travel to provinces)

### **I. Context:**

Mozambique has the second most severe HIV epidemic globally. In 2020, 28,000 adolescent girls and young women acquired HIV and 7.5 per cent (210,000) of the global total of children and adolescents living with HIV are in Mozambique. AIDS is the number one cause of adolescent death in Mozambique. Despite improving treatment coverage for pregnant women with HIV, Mozambique has the highest number of new pediatric HIV infections (13000 new infections in children 0-14 years old) in ESA region. (UNAIDS estimation 2020).

Nearly 100,000 women with HIV become pregnant each year in Mozambique. In response, the country rapidly scaled up maternal antiretroviral treatment coverage and has sustained rates of over 95 percent since 2015, resulting in an estimated 190,000 new pediatric HIV infections averted since 2010. Despite this progress, Mozambique has the highest number of new infections among children in the region and a high HIV maternal-to-child transmission rate<sup>1</sup> of 13 percent against a target of below 5 per cent. Although treatment coverage of children with HIV increased since 2011, the trend was too slow to achieve the Sustainable Development Goals (SDG) targets and reversed in 2020, likely as a result of COVID-19<sup>2</sup>. In 2020, adolescent girls and young women (AGYW) are deeply affected by HIV in Mozambique, with 538 new infections, yearly, and 44 deaths each week during 2020. For pregnant and breastfeeding adolescent living with HIV and their babies, evidence indicates that they have lower uptake and higher attrition of PMTCT/ANC service and higher rates of mother to child transmission compared to adult pregnant and breastfeeding women living with HIV.

In the UNICEF Country Programme 2022-2026, the vision under the programming pillar for children to survive is to, by 2026, have more children under five, women of reproductive age and pregnant girls and women, especially in the emergency areas and in other most vulnerable communities, access quality maternal neonatal child, health, immunization, nutrition, and HIV services. Specific to HIV/AIDS, UNICEF works closely with Ministry of Health and key partners to advocate for children and adolescents to have increased access to HIV response actions related to pediatric care and PMTCT with a focus on adolescent girls, to address data gaps in adolescent health (pregnancy, mental health, nutrition) and support quality service delivery.

### **II. Job summary:**

The Health Specialist (HIV) manages the HIV portfolio in the Health and Nutrition Section, contributing to knowledge management/innovation and developing/preparing HIV programmes/projects. She/he provides technical guidance and management support throughout the programming processes to facilitate the administration and achievement of concrete and sustainable results of HIV programmes/projects according to plans, allocation, results based-management approaches and methodology (RBM) and UNICEF's Strategic Plans, standards of performance and accountability framework.

### **III. Key Accountabilities and Tasks:**

#### **1. Program development and planning**

- Works with other UNICEF sectors, particularly Health, Nutrition, Child Protection, Education, WASH, Adolescent, social behaviour change and communication to ensure integration of the Health & HIV programme with other sectors.

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<sup>1</sup> Spectrum v6.06

<sup>2</sup> UNAIDS Estimates, 2021, data.unicef.org

- Contributes to build on intersectoral experience and establish partnerships to promote innovative approaches to address immediate and underlying determinants of maternal, newborn and child health and HIV, recognizing that health and HIV outcomes are not the results of action in the health and nutrition sectors alone.
- Participates with UNICEF, Government, non-government organizations (NGOs) and other partners in the development of strategies and approaches relating to Health & HIV. Monitors status to ensure achievement of strategic results in line with agreed Annual and Country.
- Programme objectives and adopts corrective action to meet programme/project objectives. Contributes to the identification and introduction of new approaches, methods and practices in project management for improving programme delivery with emphasis on sustainability of intervention and community participation.
- Contributes to the preparation of HIV programme documentation for Country Office Programme recommendation ensuring alignment with the overall UNICEF's Strategic Plans, regional strategies and national priorities, plans and competencies

## **2. Program management, monitoring and delivery of results**

- Coordinate, plan and/or collaborate with internal and external partners to establish monitoring benchmarks, performance indicators and other UNICEF/UN system indicators and measurement to assess/strengthen performance accountability, coherence and delivery of concrete and sustainable results in health and HIV/AIDS program.
- Participate in monitoring and evaluation exercises, program reviews and annual sectoral reviews with government and other counterparts to assess progress and to determine required action/interventions to achieve results.
- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in program and management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor programs/projects to assess progress, identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Plan, monitor certify disbursements and control the optimum/appropriate use of sectoral program resources (financial, administrative and other assets) confirming compliance with organizational rules, regulations/procedures, donor commitments, standards of accountability and integrity and ensuring timely reporting and liquidation of resources.
- Contribute to the preparation of key program/project reports for donors and other partners to keep them informed program progress.
- Undertakes field visits to monitor programmes, as well as participates in periodic programme reviews with government counterparts and other partners. Identifies necessary action for programme adjustments. Provides technical advice and support to government officials and implementing partners in the planning and management of the Health & HIV interventions and ensures their sustainability.
- Support maintenance of information system for monitoring gender sex aggregated data.

## **3. Advisory services and technical support**

- Provide technical advice and guidance to key government officials, NGO partners, Community Service Organizations (CSO) UN system partners and other country office partners/donors on programme strategies and best practices and approaches on HIV and related issues to support programme development planning, management, implementation and delivery of results.
- Participate in programme strategic discussions/planning to provide technical advice/contribute to policy discussions and agenda setting to promote HIV interventions especially in the areas of Prevention of Mother To Child Transmission (PMTCT), paediatric and adolescent HIV, gender inequality, social inclusion, human rights and humanitarian situations to ensure that at risks and vulnerable population are fully covered in times of greatest needs.
- In collaboration with monitoring and evaluation and program communication colleagues, conducts accurate and timely monitoring and data collection, and supports an integrated monitoring system, in consultation with all relevant stakeholders.
- Coordinates with partners to ensure that monitoring systems are properly designed, and that data collection and analysis from field visits are coordinated and standardized across programmes to feed into to programme performance monitoring.
- Provides assistance for evaluation exercises, programme mid-term review, annual sector review and preview meetings with Government counterparts and all other relevant partners. Analyzes and evaluates monitoring data, ensures achievement of objectives and proposes corrective measures as appropriate.

#### 4. **Advocacy, networking and partnership building**

- Build and strengthen strategic partnerships with health sector government counterparts, national stakeholders and global partners/allies/donors/academia through active networking and advocacy to exchange knowledge/expertise, leverage resources/action, build alliances and engage participation of communities in programme design, delivery and demand creation.
- Participate and represent UNICEF in the UN Joint Team technical group (UNJT) from UNAIDS for discussions and planning on HIV and related issues to ensure organizational position, interests and priorities are fully considered in preparation of HIV programmes/projects.

#### 5. **Emergency preparedness, and effective coordination**

- Supports emergency preparedness plan relating to Health & HIV. In case of emergency, assists in monitoring and assessing the nature and extent of the emergency in the assigned area, as required. Provides assistance to the Country Office in identifying where support is required. In line with the Core Commitments for Children (CCCs) in Humanitarian Action, strengthens partnerships with the Health and HIV humanitarian actors within the Inter-Agency Standing Committee (IASC).

### **IV. Qualifications and Specialized Knowledge:**

#### **Academic Qualifications**

- An Advanced University Degree (Masters or higher) in public health/nutrition, pediatric health, family health, health research, global/international health, health policy and/or management, environmental health sciences, biostatistics, socio-medical, health education, epidemiology or other health related sciences is required. *\*A first University Degree in a relevant field combined with 2 additional years of professional experience may be accepted in lieu of an Advanced University Degree.*

#### **Work Experience**

- A minimum of 5 years of relevant professional experience in pediatric HIV and adolescent programming, in both development and health emergency/humanitarian preparedness preferably in is required.

#### **Specific Knowledge and Skills Required**

- Relevant experience in pediatric HIV/AIDS programme/project development is required;
- Management experience in any UN system agency and proven knowledge of UN systems;
- Developing country work experience and/or familiarity with emergency is considered an asset.

#### **Language Skills**

- Fluency in English and Portuguese is required.

### **V. For every Child, you demonstrate...**

**UNICEF's Core Values of Care, Respect, Integrity, Trust, Accountability and Sustainability (CRITAS)** underpin everything we do and how we do it. Get acquainted with Our Values

Charter: <https://uni.cf/UNICEFValues>

*UNICEF competencies required for this post are...*

- Builds and maintains partnerships
- Demonstrates self-awareness and ethical awareness
- Drive to achieve results for impact
- Innovates and embraces change
- Manages ambiguity and complexity
- Thinks and acts strategically
- Works collaboratively with others.