

## TA Requisition/TOR Form

(FOR Temporary Appointments)



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

**Job Title and Level:** HIV/AIDS Specialist NOC (Screening, Diagnostics and Surveillance)

**Section:** Health and HIV

**Duration:** 364 days No.124848

**Duty Station:** Yaounde, Cameroun

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

Support the central, regional, and district level in HIV/AIDS laboratory, Diagnostics, and supply chain management systems for pregnant/breastfeeding women, children, and adolescents

#### **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.

Since 2020, UNICEF supports 61 health districts in 6 Regions (Adamaoua, East, Far-North, North, West, and South). In the 61 health districts, in 2020, 341,517 (88%) out of 386,036 pregnant women accessed antenatal care, and 303,375 (89%) pregnant women were tested for HIV. Overall, 7,345 pregnant women were identified HIV positive leading to an HIV positive rate of 2.42%, and 6,469 (88%) HIV positive pregnant women were put on ART medication. Among expected HIV exposed babies, only 4,158 (57%) received prophylactic ART at birth, 3,009 (41%) were tested for HIV at 6-8 weeks and 118 (3.92%) were infected with HIV. Regarding HIV care and treatment for children and adolescents living with HIV, 6,128 out of 18,807 HIV-positive expected children and adolescents were identified and put on ART medication leading to an ART coverage of 32.6%. One of the main challenges of the HIV/AIDS response is the weak capacity of Laboratories, Diagnostics, and Supply chain management systems. In 2021, 40 Point-Of-care were acquired by UNICEF and installed in 40 district hospitals for processing the HIV Early infant diagnosis and viral load testing. Moreover, HIV commodities testing is needed to reduce stock-outs. 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 functioning of the laboratory system at the district and regional levels and of the supply chain management system This will contribute to developing an effective HIV testing and viral load monitoring system at the district level.

#### **OBJECTIVE**

The objective is to support central, Regional, and District levels in improving laboratory, diagnostics, and supply chain management systems. Specifically, the incumbent will be responsible for

**A. Strengthening Screening, Laboratory diagnostics, surveillance and Supply Chain Management:**

- Support health system strengthening especially the Laboratory, diagnostics, Drugs, and medical supplies component at the central, regional, and district levels
- Support planning and forecasting of Diagnostics, Laboratory and supplies for children and adolescents
- Manage project by ensuring national operational plans are aligned with project activities and outputs with measurable progress indicators
- Work with the National Procurement Centre for Essential Drugs and Medical Devices, the National AIDS Control Committee, Tuberculosis, and other Health programs to support national normative guidance for informing programmatic decision-making and improving availability of essential drugs and commodities
- Closely engage with MOH and relevant technical working groups to support and develop updated POC enabling policies and guidelines to expedite registration.
- Support evaluations and operational research (OR) for sharing performance of POC testing
- Support the development and implementation of strategic scale-up of EID and VL diagnostics
- Engage with National Health (Malaria, TB, and others) and HIV Programs and Technical Working Groups to support in-country planning exercises and implementation activities.
- Coordinating with Supply Section to ensure diagnostic operational demands are generated
- Support CO focal points in managing country-specific challenges for scale-up of POC for early infant diagnosis (EID) and viral load monitoring (VL), and linkage to effective treatment and clinical decision making
- Support monitoring of supplies and commodities for health and HIV
- Preparing timely and quality project report in line with grant commitments

**B. Technical Leadership and partnership building capacity development on screening, diagnostics, and surveillance**

- Convene necessary training and provide technical inputs to support and develop guidance and knowledge sharing on Health including HIV laboratory technologies.
- Support implementation of HIV surveillance activities and laboratory network strengthening
- Support HIV screening activities for HIV, Syphilis, and other diseases.
- Support the diagnostic scoping assessments.
- Support Quality Management Systems to improve reliability and accuracy of test results.
- Provide guidance on quality assurance for laboratories at regional and district levels.
- Facilitate and driving technical leadership on diagnostics, POC, and linkage to treatment for country program preparation and providing inputs for reviews where appropriate.

- Create and maintaining national partnerships and networks with key technical stakeholders to support HIV program, policy, advocacy, and diagnostic needs.
- Work with WHO, CDC/PEFAR, and other technical organizations to ensure quality assurance and harmonized and synergistic partners' contributions to POC.
- Reinforce the capacities of key partners and providers on Point-of-Care and other diagnostics including HIV, COVID-19.
- Support pharmaceutical and supply chain activities.

**B. Communications and Knowledge Management**

- Support evidence generation and the analysis of POC programming in national diagnostics strengthening, and related health systems, 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 the POC implementation
- Keep abreast, research, benchmark, and implement best and cutting-edge practices in HIV diagnostics and POC. Institutionalize and share best practices and knowledge learned.
- Develop, build and maintain partnerships to improve the health and HIV/AIDS response on Diagnostics and laboratories.
- Mobilize resources for Diagnostics and laboratories.

**Indicative assignment dates:** 23 months

**Supervisor:** HIV/AIDS Manager

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

**EDUCATION:**

Advanced university degree (Master) in one of the following or related: Health laboratory, biomedical sciences, Public Health. Knowledge of POC diagnostics and HIV programming.

**WORK EXPERIENCE:**

At least 5 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 a demonstrable track record in country-level support are essential. Experience in HIV programs and policy matters in sub-Saharan Africa. Experience working with UNICEF and other UN agencies is an asset.

**LANGUAGE REQUIREMENT:**

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

**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:**

**Date: Signature:** \_\_\_\_\_

**8. Review & Endorsement:**

**1) Reviewed by Human Resources:**

**Signature** \_\_\_\_\_ **and** \_\_\_\_\_ **Date:** \_\_\_\_\_

**9. Approved by: Representative:**

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_