

VACANCY

Job title:	Technical Advisor- Capacity Development – WRHI – CDC
Type:	Permanent <input checked="" type="checkbox"/> Fixed Term <input type="checkbox"/> Temporary <input type="checkbox"/>
Main purpose of the job:	To develop and implement 95-95-95 capacity development strategies and provide capacity building through technical assistance to relevant stakeholders on behalf of the Gophelega – Striving for Good Health programme.
Location:	Ekurhuleni
Closing date:	15 October 2021
In accordance with our Employment Equity goals and plan, preference will be given to suitable applicants from designated groups as defined in the Employment Equity Act 55 of 1998 and subsequent amendments thereto. Our Organisation maintains a Mandatory COVID-19 requirement and as such only COVID-19 Vaccinated incumbents will be considered for positions.	

Key performance areas

- Identify Wits RHI CDC project developmental needs and match resources required within the business model.
- Provide oversight to development and implementation of Wits RHI CDC 95-95-95 capacity development strategy at the district, sub-district, and facility levels according to timelines and budgets.
- Monitor alignment of capacity development outputs to the strategic workplan and programme plans
- Review implementation progress to ensure delivery of capacity development components according to needs, context, resources, timelines with a specific focus on aspects of sustainability, priority and
- Scale-up document and report capacity development good practices, addressing gaps and promoting sustainability.
- Develop/review workplans and other strategic programme documents for effective implementation of Wits RHI CDC Gophelega programme.
- Develop programme and technical tools such as SOPs, Toolkits, Job Aids
- Assess and manage capacity development strategy and any risks and implement problem solving approaches
- Develop quality standards capacity materials by leading HIV/TB material and curriculum reviews
- Create developmental plans to support succession planning of the Wits RHI CDC programme teams
- Provide strategic reports to the programme leadership, district, funder and relevant stakeholders
- In consultation with internal or external stakeholder, develop QI strategy aligned to Wits RHI CDC programme strategy and district APP, DHP plans and HAST plans
- Provide oversight and guidance for assessments, implementation, and monitoring plans for QI integration to Ideal Clinic, RTQII, NCS, SIMS and other QI and DOH priority initiatives within Wits RHI CDC supported districts.
- Draw QI capacity development programme for internal and external stakeholders
- Provide QI strategy tools and aids for assessments, implementation, tracking/ monitoring, and reporting
- Develop programme standardised framework, documents and database including 'Best Practice' reports and technical publications as required
- Provide oversight and standardised programme guidance for QI programme implementation through regular audits (e.g., QIP and Ideal Clinic) and assessments, according to the programme plan.
- Develop/review workplans and other strategic programme documents for effective implementation of quality improvement and assurance

- Provide strategic directions, inputs to support identified gaps, QI projects, evaluation process and best practices across the various quality improvement projects in each programme area in consultation with Wits RHI CDC senior management and district teams.
- Develop QI data reporting framework, establish platforms and networks jointly with Wits RHI CDC and district teams
- Represents and present QI programme for the organisation at different health structures and in different stakeholder platforms maintaining Wits RHI standards and values
- Provide technical leadership, support and guidance on sustainability strategy
- Develop and integrate sustainability training modules into capacity strategy for Wits RHI and District teams
- In collaboration with stakeholders and management team develop tools to evaluate the effectiveness and potential retention of gains in different programme areas
- Develop technological and diverse data tracking, analysis systems with efficient regular feedback,
- Provide leadership for the design of effective and maximum resource utilisation within the programmes
- Provide mentoring and coaching on sustainability for internal and external areas of priority
- Provide technical assistance to internal and external stakeholders for the implementation reviews platform to reduce risks and improve efficiencies
- Provide analysed and evaluated project data for dissemination in related platform intranet, website, cross cutting stakeholder reports, and conference abstracts.
- Lead tracking of key achievements, challenges, and any anecdotal success stories.
- Develop and effectively manage relationships with external stakeholders including DoH, donors and partners.
- Serve as a senior representative of the Wits RHI CDC Gophelega Programme in external forums / working groups in Gauteng.
- Coordinate programme activities with external agencies such as public health, NGO partners, regulatory bodies, donor monitoring and auditing agencies and others as necessary.
- Maintain functioning partnerships with existing stakeholders
- Attend to all staffing requirements and administration.
- Supervise and manage the duties of subordinates to ensure optimal staff utilisation and maintenance of sound labour relations.
- Perform and facilitate performance development and assessments.
- Identify substandard performance by team members and take necessary corrective action.
- Coach and train subordinates and team members to ensure the acquisition of knowledge and skills required by the organisation.
- Promote harmony, teamwork and sharing of information.
- Take ownership and accountability for tasks and demonstrates effective self-management.
- Follow through to ensure that quality and productivity standards of own work are consistently and accurately maintained.
- Maintain a positive attitude and respond openly to feedback.
- Take ownership for driving own career development by participating in ongoing training and development activities such as workshops, forums, conferences etc.

Required minimum education and training

- Diploma or certificate in QA/QI, Bachelor's degree and master's degree in public health or related field.
- Facilitator and Assessor.
- A valid driver's license.

Desirable additional education, work experience and personal abilities

- Post-graduate qualification in adult education, organisational development, industrial psychology, QA/QI qualification.
- Experience as a Skills Development Facilitator.
- Experience in assessment methodologies, mentoring and coaching experience in the public sector.
- Knowledge of all levels of health structures, health systems and data management.

- Demonstrated abilities in change leadership, change influence and/or change in clinical practice through clinical expertise in HIV/TB, and experience in technical and administrative roles with specialized focus including implementing Multi-Disciplinary Team (MDT), quality improvement programmes and sustainable business approaches.
- Excellent programme, stakeholder engagement skills (internally and externally) at all levels.
- Self-motivated, driven, pro-active, innovative, team leader and adaptive to multidisciplinary contexts.

Required minimum work experience

- Minimum 5 years' experience in a training/academic environment, management experience within HIV/TB donor funded public health programmes and additional 2 years managing projects, including QI and budgets.

Demands of the job

- National travelling and working overtime or over weekends and contactable after working hours.
- Environment may be highly demanding, pressurized requiring flexibility, change management, and sustainable leadership experience.

Communications and relationships

- Maintain effective working relationships with Wits RHI leadership, programme management, and staff.
- Communicate effectively with all external stakeholders such as donors, Department of Health (DoH), media, medical and academic institutions including Wits University, community and other partner organizations.

Should you be interested in applying for this vacancy, please apply via the link on the career page. Please include the following documentation:

- ID/Passport, Qualification, CV and Vaccination card.