

**Job Profile**

**Community Health Agent (CHA)– Team Leader KZN – South Africa**

1. **Terms of Reference**

Title: Community Health Agent, Team Leader

Locality: Eshowe / Mbongolwane, KZN, South Africa

Programme: Community Health Agents Programme (CHAP)

Duration: 12 months (extendable)

Starting date: 01 September 2012

Reporting to: CHAP Program Manager

1. **General Overview**

Médecins sans Frontières (Doctors without Borders) is an international medical humanitarian organisation that delivers emergency aid to vulnerable populations. It is financially independent, and impartial with regard to race, religion or political affiliation. MSF has been providing TB and HIV services in South Africa since 1999 and in Lesotho since 2006. It also provides medical and humanitarian assistance to vulnerable migrant in Musina and inner-city Johannesburg.

MSF operates an ambitious ‘HIV and TB incidence reduction’-project in Eshowe and Mbongolwane health service areas in KwaZulu Natal, called Bending the Curves. Working with the Department of Health to decrease the incidence of new HIV and TB infections, and to decrease the morbidity and mortality of HIV/TB in the community. This will be achieved by strengthening existing services and expanding testing and case finding within the community, and ensuring rapid initiation to treatment, and improved adherence and retention in care. A large part of the project will be working with the communities – ensuring that as many people as possible know their HIV/TB status and that those who should be on HIV and TB treatment are on and remain on treatment. This will require significant community mobilization both within the health service facilities but also through local NGOs, CBOs, traditional and current political leaders and alternative health care providers.

1. **Summary of the position**

The Team Leader will coordinate a team of Community Health Agents working in the community on all health and social aspects of HIV/AIDS, Tuberculosis (TB), STI, family planning, and related issues. The Community Health Agents will visit homesteads in a designated area to conduct door-to-door HIV counselling and testing, TB screening, and will engage residents in health talks on the above topics. Eligible clients will be integrated in the existing referral system and linkage to care will be ensured through regular follow-ups, including tracing of defaulting clients. The Community Health Agents must be easily accessible by the community and become the first person of contact on HIV/AIDS, TB, STI, etc. and offer continuous support to both HIV and TB positive patients, with focus on treatment adherence.

1. **Specific Activities**

Team Leader Activities are as follows:

* Conduct door to door HIV counseling and testing in households and to support new CHA recruits to implement their activities.
* Lead the team of CHAs to plan their weekly activities during cluster meetings
* Supervise the CHAs doing HIV counselling and testing using the MSF checklist
* Chair cluster meetings in the absentia of coordinator
* Collect and compile data and report to the coordinator
* Distribute defaulter tracing list as per CHA and provide necessary feedback
* Assist with community mobilization for MISS, MMC, and SHINE/MSF events
* Lead the collaboration of CHAs and CCGs activities within his/her area
* Lead the facilitation of the health facility meetings twice a month
* Attend war room meetings and ward aids committee and report to coordinators.
* Attend community meetings/events to present MSF/MISS/SHINE/CHAs activities
* Support other MSF teams s activities as per coordinator’s request
* Identify the team’s shortcomings or gaps and training needs per cluster and propose training.
* Understand the dynamics of the areas of operations, and inform the coordinators of important events in the area for MSF to intervene like imbizo.

1. **Selection Criteria**

Qualifications and training requirement

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| * Matric (or equivalent) * Prior CHW (door-to-door) experience, preferably with the CHAP Programme * Qualifications or courses attended in HIV Counselling and Testing; TB knowledge and added advantage * Good understanding of the community in rural and deep rural areas their culture and religion. * At least 1 year working experience in community based organizations on HIV/AIDS, TB and STI issues preferably in the project area   Other requirements |
| * Fluent in IsiZulu and English * Detailed knowledge of the Project areas, preferably currently living in or at least from the area * Numeracy skills * Report writing skills * Passion for community development and self development |