



Terms of Reference

Provision of psychological services for transgender people in 4 districts of South Africa.

NOVEMBER 11, 2021

BEYOND ZERO

110 Moore St, Quigney, East London, 5201, South Africa

1. THE PROJECT CONTEXT AND BACKGROUND

The South Africa Global Fund Country Coordinating Mechanism (GF CCM) is responsible for overseeing the implementation of HIV and TB programmes funded by the Global Fund to Fight AIDS, TB and Malaria (GF) in the country. The GF CCM develops priorities for the programmes, determines envelope for disease split (HIV and TB), and ensures that the programme deliverables are met.

The GF CCM has appointed Beyond Zero (BZ) NPO as one of the Principal Recipients (PRs) for the 2019 – 2022 funding cycle. In turn, BZ has appointed sub-recipients (SRs) to implement comprehensive HIV prevention programme activities targeting transgender (TG) people. The comprehensive package of health and social care and services will be provided via a tiered approach into three levels:

CORE	Offered to all TG people reached, directly provided by sub-recipients (SRs) in the Global Fund programme
LAYERS	Offered to some TG people (needs basis), directly provided by SRs in the Global Fund programme
LINKAGE	Offered to some TG people (needs basis), provided by government/ other partners. Referral, linkage and follow-up by Global Fund SRs

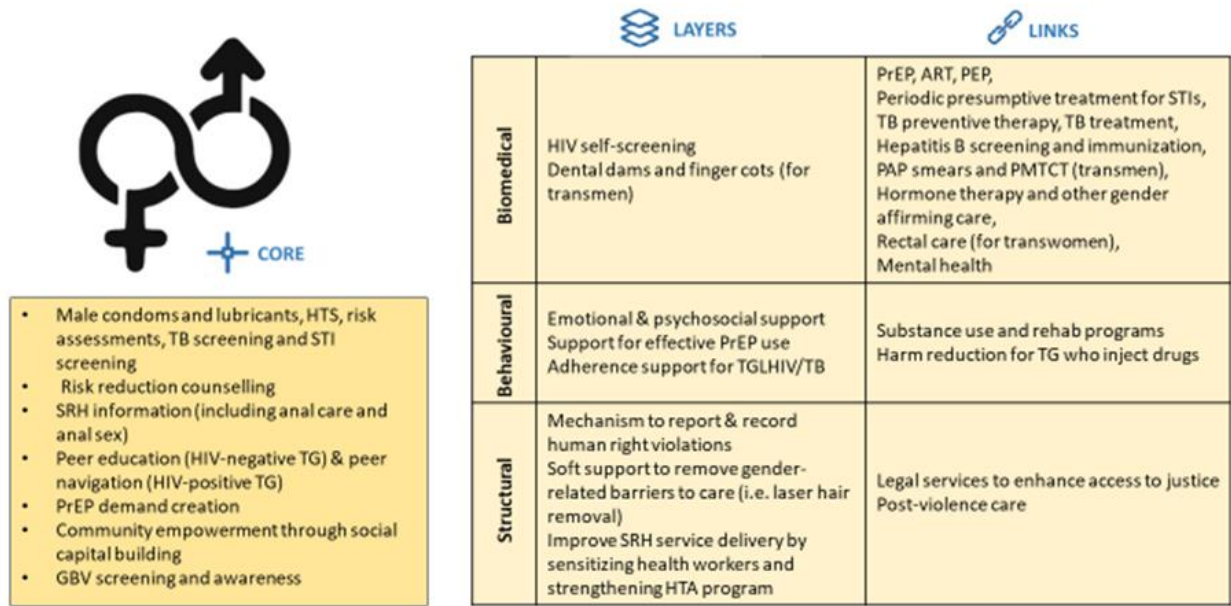
TG MODULE

The programme aims to deliver a comprehensive, integrated, peer-led HIV/TB/SRHR package for TG in line with the NSP package, and the National LGBTI HIV Plan. The investment will reach 1,680 TG with a defined package of services, achieving 70% saturation in 4 priority districts: Mangaung (Free State province), Carpicorn (Limpopo province), Gert Sibande (Mpumalanga province) and Garden Route (Western Cape province). BZ as the PR has appointed SRs to implement the delivery of a comprehensive, integrated, peer-led HIV/TB/SRHR package for transgender (TG) people in line with the NSP package, and the National LGBTI HIV Plan.

The TG programme model is delivered through a combination prevention programme approach to reduce the transmission of HIV, STIs and TB by tailoring a combination of biomedical, behavioural and structural interventions and the mode of delivery to the setting and population (

Figure 1 below).

Figure 1: Combination Prevention Package for Global Fund TG Programme



2. PURPOSE AND OBJECTIVES OF THE PSYCHOLOGICAL SERVICES

Purpose

Psychological support in general and psychotherapy in particular is recommended to people who want to align their bodies to the identity through hormonal treatment in order to resolve gender dysphoria, the distress experienced when bodies do not align with their gender identity. The process also ensures readiness of clientele for hormonal therapy to affirm identities by the transgender population. It is anticipated that this component will attract more transgender community members into HIV prevention space. The target districts with psychotherapy programme are listed below.

Table 1: List of districts covered by TG module

Province	District
Free State	Mangaung
Limpopo	Capricorn
Mpumalanga	Gert Sibande
Western Cape	Garden Route

Specific objectives of psychotherapy

- a. To provide evidence based care
- b. To ensure psychological wellbeing of clients undergoing hormone therapy
- c. To facilitate gaining of knowledge and decision making
- d. To conduct readiness assessment

- e. To diagnose and help resolve disabling inner conflicts and alleviate personal distress

3. EXPECTED KEY DELIVERABLES AND SCOPE OF WORK

A Clinical Psychologist is required in each of the districts outlined above. Clinical psychologists will be expected to provide support on gender-diverse identities or expressions, treatment options, during transitioning and transitioning implications. They are also expected to design workplan reporting tool monthly, quarterly and annual tools.

The clinical psychologists will work closely with the BZ Technical Lead and TG Programme Coordinator, to review available programme documents to develop the workplan to carry out psychotherapy provision in identified key areas.

4. INSTITUTIONAL ARRANGEMENTS

The Clinical psychologists will report to BZ TG Coordinator and Technical Lead.

- a. The BZ Programme Director would be the overall supervisor of the assignment. Day-to-day activities will be managed by the TG Technical Lead and Coordinator.
- b. The clinical psychologists will provide comprehensive reports as required by the TG programme.

NB: Ability to travel and provide after hours activities is mandatory.

5. REPORTING

The day-to-day management of the service provider will be handled by BZ under the GF grant. Therefore, service provider will work closely with key BZ technical staff who will provide relevant information and provide inputs into all stages of the consultants' assignment.

6. EXPECTED SERVICE PROVIDER EXPERIENCE, QUALIFICATIONS AND COMPETENCIES

Applications from individuals will be assessed on their ability to demonstrate the following qualifications and competencies:

- a. Psychology university degree , Masters degree in clinical psychology, Phd will be an added advantage.

- b. Vast knowledge and experience on gender affirming healthcare provision and key role playing on establishing policies for GAHC guideline in the Southern African environment, strong management of HIV and TB epidemic and national response, National Strategic Plan on HIV, STIs and TB (2017-2022).
- c. Active registration with HPCSA
- d. A minimum of 2 – 5 years’ experience in Gender Affirming Health Care (GAHC) space, or support for TG person.
- e. Experience in working with Key Populations in South Africa, including TG people will be an added advantage.
- f. Excellent English writing skills and evidence of this ability.

Desireable attributes include:

- a. Proven project management skills.
- b. Members from the LGBTI sector are strongly encouraged to apply.
- c. All candidates should be fluent in spoken and written indigenous languages and English
- d. Experience in multisectoral HIV prevention programming.
- e. Excellent skills and experience in providing pscho-educational and psychotherapy or services for key population like MSM, TG and sex workers.
- f. Demonstrated knowledge and skills in data collection, analysis and report writing.
- g. Respect for diverse culture, religion and gender issues.
- h. Ability to work in highly political environments.
- i. Ability to deliver high quality work within tight timelines.

Bidders must obtain a minimum of at least 60 out of 100 points of the technical competency requirements will be evaluated further on the costs/rates. Selection will be done by a PRC.

Evaluation Criteria	Weight
Active registration with HPCSA	20

Vast knowledge & experience on gender affirming healthcare provision ,key role playing on establishing policies for GAHC guideline in the Southern African environment, strong management of HIV and TB epidemic and national response, National Strategic Plan on HIV, STIs and TB (2017-2022).	30
Demonstrated knowledge and skills in data collection, analysis and report writing.	20
Psychology university degree , Masters degree in clinical psychology, Phd will be an added advantage.	20
A minimum of 2 – 5 years’ experience in Gender Affirming Health Care (GAHC) space, or support for TG person 5 years = 10 3 years = 6 2 years = 3	10
TOTAL	100

7. DURATION OF ASSIGNMENT

The service provider will work on a sessional basis until 31st of March 2022. A plan with deliverables will be agreed with the successful candidates.

8. SUBMISSION OF APPLICATION

Prospective candidates should submit a one page motivation and CV to the following email address msmtg-procurement@beyondzero.org.za

9. REMUNERATION AND PAYMENT SCHEDULE

To be discussed and negotiated with successful candidates

10. PUBLICATION AND CLOSING DATE

All proposals must be submitted not later than **29 November 2021 at 13H00**