



Terms of Reference

Qualified Post Basic Pharmacist Assistant

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

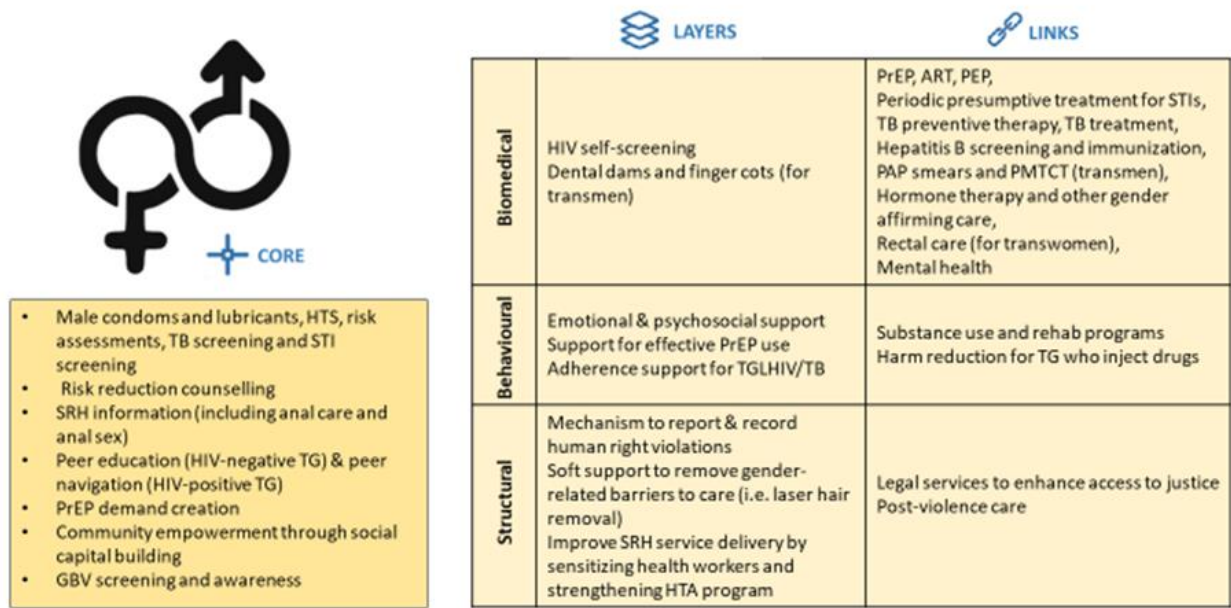
TG MODULE

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 (see

Figure 1 below).

Figure 1: Combination Prevention Package for Global Fund TG Programme



2. PURPOSE AND OBJECTIVES OF PHARMACEUTICAL SERVICE FOR HRT PROGRAMME

Purpose

The TG hormonal therapy is an intervention in which sex hormones and other hormonal medications are administered to transgender or gender non-conforming individuals for the purpose of more closely aligning their secondary sexual characteristics with their gender identity. Therapy helps resolve gender dysphoria, the distress experienced when bodies do not align with gender identity. It is also 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 the HRT Component

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

Specific objectives

- a. To procure hormonal therapy drugs for BZ SRs
- b. To oversee drug supply management at facility level including prevention of stockouts
- c. To manage stock movement, storage and stock levels
- d. To issue required stock for initiation

- e. To report on stock movement including Schedule 5 drugs

3. EXPECTED KEY DELIVERABLES AND SCOPE OF WORK

The pharmacist assistants (PA) will be working on gender affirming healthcare provision which requires a high level of comprehension in relation to sensitivity, discrimination and confidentiality. It is expected that the PA should have high level of professionalism and comprehension of bioethics. The PA will work closely with the BZ TG Coordinator,

Deliverables

1. To procure ,receive, manage, store and control pharmaceutical drugs at the implementing districts as indicated in Table 1 above.

4. INSTITUTIONAL ARRANGEMENTS

The Pharmacist Assistant will report to BZ TG Coordinator who works closely with SRs in the implementing districts.

- a. The BZ Technical Lead will be the overall supervisor of the assignment. Day-to-day activities will be managed by the TG Coordinator.
- b. BZ will render all support in terms of institutional arrangements not limiting to issue of office orders, arrangements of meetings, and necessary logistics during the field visits for the service provider and other such facilities deemed necessary for the smooth completion of the assignment.
- c. BZ Programme Coordinator will ensure introduction to implementing partners and other key stakeholders

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 QPB assignment.

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

5. EXPECTED EXPERIENCE, QUALIFICATIONS AND COMPETENCIES

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

- a. Basic and Post basic pharmacist assistant certificate, HIV counselling and management certificate will be an added advantage.
- b. A minimum of 3 years experience in dispensing , Drug supply management, distribution of stock, Compounding and manufacturing, health education, HIV, TB and STI prevention programs in South Africa.
- c. Experience in working with Key Populations in South Africa, including focus on services for TG people will be an added advantage.
- d. Good track record of conducting pharmaceutical services.
- e. Good interpersonal and intrapersonal skills

Desireable attributes include:

- a. Understanding Of the term transgenderism and open to learning
- b. Candidates from the LGBTI sector are encouraged to apply.
- c. Ability to converse in indigenous languages and English
- d. Demonstrated knowledge and skills in data collection, analysis and report writing.
- e. Respect for diverse culture, religion and gender binaries dynamics.
- f. Ability to work in highly political environments.
- g. 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
Qualified Post Basic Pharmacist Assistant	30
Sound Knowledge of legislation relating to pharmaceutical practice in South Africa	30
Good track record of conducting pharmaceutical services.	30
Respect for diverse culture, religion and gender binaries dynamics.	10
Total score	100

6. DURATION OF ASSIGNMENT

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

7. SUBMISSION OF APPLICATIONS

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

Please note that short-listed candidates must be available immediately. All CVs must be submitted not later than 29 November 2021 at 13H00

REMUNERATION AND PAYMENT SCHEDULE

To be discussed and negotiated with successful candidates.