

Contract duration : **Fixed Term Contract (Period December 2022 ending March 2025)**

Closing date for applications : 22 November 2022

Remuneration : Market related

Position Title : **HUMAN RIGHTS MANAGER**

Location : **EAST LONDON**

Beyond Zero (BZ) has been successfully implementing comprehensive services across the HIV and TB care continuum in the Eastern Cape (EC), Free State (FS), KwaZulu-Natal (KZN) and Limpopo Provinces in the past 18 years; targeting key and vulnerable populations including adolescents and youths, sex workers (SW), orphans and vulnerable children (OVC) and men who have sex with men (MSM) and people living with HIV amongst others.

Beyond Zero is one of the four nominated Principal Recipient (PRs) in South Africa to lead and provide strategic management, oversight, monitoring and evaluation on the implementation of the Global Fund grant.

Purpose of the role

The incumbent will manage the implementation of the Human Rights (HR) programme under MSM and TG implementation unit. S/he will be the lead person in providing strategic guidance to the programme guided by the activities in the Global Fund grant and other programmes, informed by goal 5 of the National Strategic Plan and the objectives of the national Human Rights plan. The successful candidate will also be required manage and oversee implementation and coordination of multiple Human Rights projects implemented through Sub-Recipients (SR's) and Implementing partner organizations (IPO's). S/he will also lead identification of, and respond to, programme needs, in particular to capacity building; networking; promoting dialogue and advocacy; strengthening of platforms that improve programme implementation, joint planning and effective linkages between other Beyond Zero programmes, SANAC, civil society, government, community organisations and other role players at national, provincial, district and sub-district level.

S/he will also provide leadership and oversee the development of tools and mechanisms to strengthen monitoring, evaluation and learning (MEL) processes; capture and promote HR best practice; and increasing transparency and dialogue on performance of HIV and TB services at all levels. The incumbent will be required to assess quality of the programme mainly for the Global Fund other Donor funded ones. He/she must ensure quality of human rights programmes is improved, unblock bottlenecks in the programme implementation; ensure in-depth preparation for relevant donor monitoring/review forums. Additionally, the incumbent is expected to be part of National Technical Working Groups, where they will present / discuss best practice in these programmes. The incumbent will be required to oversee implementation by SRs and IPOs in districts where services are provided to assess quality of services; standard of care and ensure there is an overall improvement on uptake of services. The incumbent must ensure that there are ways to improve overall peer outreach and value for money amongst key populations as well as ensuring key populations rights are preserved

Duties and Responsibilities:

- Manage and oversee the effective implementation and coordination of the human rights programme's interventions.
- Manage and track Human Rights budget & procurement in accordance with donor guidelines and assisting finance manager with budget reviews; preparation of HR program's narrative reports.
- Provide ongoing guidance and capacity development to SRs and service providers for all aspects of the HR programmes
- Provide ongoing guidance and capacity development to support implementation partners for optimising the design and implementation of programmes to reduce human rights barriers and adjusting them to the COVID-19 related restrictions
- Ensure the documentation and monitoring of human rights violations and response avenues.
- Optimising the design and implementation of programmes to ensure operational efficiencies, data collection and reporting
- Ensure that all outstanding SOP are completed and develop new ones.
- Oversee production of timely and accurate technical reports.
- Provide leadership for and oversee reporting, monitoring and evaluation of national programmes, including statistical reports and donor reports;
- Lead in the development of work plan activities; ensure appropriate levels of technical assistance in program operations; coordinates collaborate efforts in program implementation,
- Document best practice, case studies, reflections on national work, and contribute to research.

Minimum Qualification, Education and Experience

- Post graduate or Masters level degree in Public Health or related field or equivalent
- Over 5 years of demonstrated technical expertise, with substantial HIV prevention, care, and treatment.
- At least 5 years of demonstrated excellence in a senior-level technical leadership position, preferably in working with KP groups
- Understanding of the Human Rights, in the context of key populations, landscape. Understanding of MSM and TG programmes will be an added advantage
- Knowledge of processes for developing and implementing HIV prevention, care, and treatment programs with key population groups in South Africa.
- Design, implementation, and management of public health/international development programs
- Proven skills in mentoring, leadership and networking.
- Sensitivity to cultural differences and understanding of the political and ethical issues surrounding public health issues among key populations in South Africa.
- Ability to manage and complete numerous tasks with a high degree of organization and limited resources.
- Experience working with civil society organizations to plan and implement clinical HIV programs.
- Experience of proactively identifying risk, addressing issues and appropriately communicating these to the Beyond Zero Management, SANAC Technical Support Unit Lead, Global Fund Country Team, Country Coordinating Mechanism and Global Fund Principal Recipients.
- Experience of establishing strong working relationships with colleagues from different organizations and cultures.

- Experience identifying, designing and brokering public-private partnerships.
- Ability to meet deadlines with strong attention to consistency, detail, and quality.
- Ability to travel within the country or region and internationally if needed.
- Driver's license and the ability to drive essential

Skills & Competencies

- Fluency in English and have excellent presentation skills
- Knowledge and experience in results-based planning, monitoring and evaluation; conducting research, publishing and documenting projects
- Knowledge of international donor aid compliance requirements essential
- Computer skills (Microsoft Office, MS Project, advanced Excel)
- Excellent report writing and editorial skills.

By applying for any of the above-mentioned positions, applicants consent to BZ to conduct qualification, ID, Criminal and Reference checks on them which form part of its recruitment process.

To Apply: Cover letters clearly stating the Position being applied for and preferred region/location as mentioned on the adverts, CVs, and copies of qualifications must be forwarded to [**qfrecruitment@beyondzero.org.za**](mailto:qfrecruitment@beyondzero.org.za)

NB. Applicants who have not heard from Beyond Zero one month after the publication of these adverts should consider their applications unsuccessful and any future correspondence from BZ thereof will be limited to shortlisted applicants only.

Beyond Zero reserves the right to re-advertise any of the above listed Positions should the need arise and reserves the right not to fill any of the listed Positions.

Non-South African Citizens and non-South African Permanent Residence holders must be in possession of valid documentation authorizing them to work in South Africa. Beyond Zero is an equal opportunity employer.

Candidates from key vulnerable populations are encouraged to apply.

By expressing the interest in the position, applicants are consenting in terms of POPI Act for their curriculum vitae be shared with the relevant people authorised to act on behalf of BZ in the recruitment process