

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

**Closing date for applications** : 22 November 2022

**Remuneration** : Market related

**Position Title** : **3 X HUMAN RIGHTS OFFICER**

**Location** : **EASTERN CAPE / FREE STATE / LIMPOPO**

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 provide support in the implementation of the Human Rights (HR) programme under MSM and TG implementation unit. S/he will support the sub-recipients and Implementing Partner Organizations implement the Global Fund funded Human Rights Programme, guided by the National Human Rights plan and Goal 5 of the National Strategic Plan . The successful candidate will also be required monitor, identify, and respond to, programme needs, in particular to capacity building; networking; promoting dialogue and advocacy; joint planning and effective linkages between other Beyond Zero programmes, civil society, government, community organisations and other role players at national, provincial, district and sub-district level.

### **Duties and Responsibilities:**

- Provide capacity development and support to Sub-recipient's(SR's) and Implementing Partner Organizations (IPOs), implementing the Human Rights Programme
- Lead the engagement and awareness on core activities and priorities from Human programme
- Support with the planning of programme implementation both internally and externally with SRs and IPOs – for example, Implementation plans.
- Support with the grant management, progress evaluation for 8 SRs and IPOs by employing standard tools and reporting mechanism such as finance reports and M&E performance frameworks
- Facilitate for a strong, efficient and effective relationship between the Human Rights and Prevention programme priorities
- Facilitate the documentation of Human Rights Violation and implementation of advocacy initiative, aimed at reducing human rights related barriers to HIV services experienced by Key Populations.
- Conduct regular /monthly field monitoring visits, identify bottlenecks as well as develop and implement action plans.
- Analyse programme performance and report to stakeholders and the Program Manager as required.

- Coordinate with other Global Fund Principal Recipients (PRs), and SR, in the delivery of a harmonized, high impact programme.
- Work with the relevant M&E team to track project indicators and targets to ensure that projects are on course to achieve the desired results.
- Support in the preparation of monthly, quarterly and annual project reports when required.
- Facilitate program linkages and integration of the program to existing government initiatives.
- Represent the Human Rights programme in internal and external engagements

### **Minimum Qualification, Education and Experience**

- Degree in Social Sciences, Health Services or Public Health or related field or equivalent
- Minimum 3 years of demonstrated expertise, with substantial HIV prevention, care, and treatment.
- At least 2 years of demonstrated excellence in a mid-level technical leadership position, working with Key Population 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 implementing HIV prevention, care, and treatment programs with key population groups in South Africa.
- 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 HIV programs.
- Experience of proactively identifying risk, addressing issues and appropriately communicating these to the other colleagues and Human Rights Manager
- Experience of establishing strong working relationships with colleagues from different organizations and cultures.
- Ability to meet deadlines with strong attention to consistency, detail, and quality.
- Ability to travel within the country

### **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.

Driver's license and the ability to drive essential

***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 [gfreruitment@beyondzero.org.za](mailto:gfreruitment@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.*

*None 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***

