



COMMUNITY SYSTEMS STRENGTHENING (CSS) SOCIAL WORKER

WHO IS HIVSA?

HIVSA is a not for profit company which was established in 2002 with a full time staff compliment of over 100 members and is a strategic partner of the Gauteng Provincial Departments of Health and Social Development. HIVSA empowers individuals, community workers and organisations by developing their capacity and resilience to effectively address socio-economic and health issues in the context of high HIV and AIDS burden with the ultimate vision of creating an HIV free generation.

MAIN PURPOSE OF THIS POSITION

With guidance from the Project Manager, the Social Worker is responsible for the coordination and implementation of all interventions which includes championing strategies that ensure that at least 25% Children and Adolescents Living with HIV (C/ALHIV) and only the most vulnerable OVC&Y according to the sub-population criteria are enrolled into programme at implementing sites. This includes programming and organisational (institutional) capacity building of sub-partners through trainings and mentorship. The Social Worker will be tasked with mainstreaming quality in all programme activities by continually assessing programme performance and addressing challenges. This position requires a comprehensive and detailed understanding of OVC&Y programming issues, as well as a high degree of initiative, independent judgment, and communication abilities. The Social Worker is to actively conduct verification and validation to ensure quality data is reported into CBIMS.

Key competencies required for the position:

- Social Work degree and registration with the South African Council for Social Service Professions (SACSSP).
- Experience in working in the field of organisational/institutional development and child protection/OVCY programming.
- Experience in training and implementing evidence-based curriculum such as Vhutshilo, Let's Talk, Economic Strengthening (ASPIRES) and Thogomelo will be an added advantage.
- Experience supervising Social Auxiliary workers and/or Caregivers.
- Excellent facilitation and mentorship skills.
- Proven ability to engage communities using different methodologies.
- Well-developed interpersonal skills and ability to work independently and within a team setting.
- Sound decision making, problem solving and communication skills.
- Ability to manage time, work under pressure and prioritise tasks to meet deadlines.
- Ability to speak a minimum of two African languages, especially Zulu and Sotho.
- Excellent report writing skills, computer and power point presentation skills.
- Must have a valid driver's license.
- Required to drive self and in some cases, fellow team members, to sites and meetings using HIVSA fleet or own vehicle.

Key Performance Areas:

1. Effective and efficient use of HIVSAs resources through monitoring income and expenditure according to budget allocations for the sub-partners.
2. Building and maintaining relationships with external stakeholders by networking and reporting monthly / quarterly on progress and challenges.
3. Timely and accurate programme implementation by managing, developing, and implementing strategies to ensure that sub-partner site implementers and meet their age and gender disaggregated targets and comply with finding at least 25% C/ALHIV.
4. Validating and verification of C/ALHIV and other OVC population segments – as a requirement at reporting intervals at all stages of the programme.
5. Development, implementation, and supervision of electronic case management processes – support the establishment and use of virtual/digital platforms by sub-partners in programme delivery. This includes beneficiary casework, supervision, case meetings/conferencing (in responsiveness to COVID-19 challenges).

6. Related to the above, compliance with HIVSA policies, procedures and SOPS with special mention of remote working and COVID-19 processes and systems designed to respond to challenges and threats posed by COVID-19 – this include sticking to SOPs to the letter, monitoring, supervising and supporting sub-partners, and mainstreaming COVID-19 messaging and practices in programme activities.

What do you need to do to apply?

Candidates that meet the requirements and are interested in the position to send motivation letter and CV (not more than 5 pages), and three contactable referees to: The HR Manager, HIVSA, P O Box 3869, Southgate, 2082, e-mail: hr@hivsa.com or fax: 086 244 5444. Closing date for applications: 22nd January 2021 (Please note that only short listed candidates will be contacted.)

