



mothers2mothers (m2m) is an Africa-based NGO that unlocks the potential of women to eliminate paediatric AIDS and create healthy families across eight sub-Saharan African countries. m2m trains, employs, and helps empower HIV-positive women to work as community healthcare workers in understaffed health centres and underserved communities. Through a peer-to-peer approach, these 'Mentor Mothers' deliver a range of health services, advice, and support to women and their families. Started in Cape Town, South Africa in 2001 with an initial focus on preventing mother-to-child transmission of HIV, m2m has innovated and built on its strengths and now provides family-centred support for a range of related health and social issues spanning pregnancy, birth, childhood, and adolescence. It also partners with governments and other NGOs on the adoption of its programme to spread the Mentor Mother Model and its benefits. m2m has a track record of scaling its services and proven impact. To date, m2m has reached over 11M women and children under two, and created more than 10,000 jobs for African women living with HIV. For more, visit www.m2m.org.

Program Manager

m2m is a leader in delivering non-clinical complementary care and support services through its peer-based Reproductive, Maternal, Newborn and Child Health (RMNCH), Prevention of Mother-to-Child Transmission of HIV (PMTCT) education and psychosocial support model. m2m will leverage 15 years of experience to contribute to the HIV-response in Mozambique through technical assistance to the Mozambique Ministry of Health (MISAU) to strengthen its Mães Para Mães programme (MPM).

Working collaboratively with country-based staff, local stakeholders and m2m Country staff, the Adolescent Program Manager will be responsible for the design and implementation of the m2m Adolescent Peer Mentor Program. This entails that under the leadership of the Senior Technical Advisor, will be leading the designing, implementation and monitoring of the Adolescent peer mentor program.

Location: Nampula

Key Performance Areas:

1. Design, manage and oversee the implementation of Adolescent peer mentor Program for m2m's Mozambique
 - a. Ensure technical implementation of the Adolescent and peer mentors activities to reduce HIV transmission among HIV+ AGYW;
 - b. Train and provide technical guidance to the program team (Provincial Managers, District / regional managers and front line staff (MMs) as well IPs and community-based organizations (OCBs) for the implementation of a quality peer mentor program for HIV+ AYGW.
 - c. Lead the recruitment and selection of MMs, training of trainers, referrals for specific health services and complementary services (synergies with the OVC component, savings groups for girls, youth empowerment and others);
 - d. Provide technical assistance to implementing partners to implement high fidelity Adolescent peer mentor program.

2. In close collaboration with local stakeholders in Government (National and Provincial) as well as Donors and NGO Implementation Partners, lead the development and execution of a country-assessment process to identify strengths and address weaknesses in the Adolescent peer mentor program.

With local stakeholders and programmatic team:

- a. Identify strengths and weaknesses in the Adolescent peer mentor Programme in Mozambique.
 - b. Support the programmatic team in the development of corrective plans, make recommendations for improvements.
 - c. Identify, report and implement solutions to overcome the challenges that impede progress towards the results of the project;
 - d. Monitor the implementation of corrective plans for improvement across the provinces
 - e. Provide ongoing Technical guidance for high quality implementation
3. Lead the training of in-country Government staff and MPM Implementing Partners to use Adolescent Client management Tools
 - a. Lead the development and implementation of a national and provincial training plan for Adolescent client management tools implementation. Adapt and manage supervision systems to ensure the implementation of a high quality Adolescent peer mentor program and follow up and ensure that all recommendations for monitoring and supervision visits are executed within a defined time to achieve the proposed project requirements;
 - b. Oversee the development of training materials (e.g. manuals, PowerPoint slides, Job Aids, etc.) across the entire Adolescent peer mentor program.
 - c. Oversee training (among Government staff and MPM Implementing Partners) in administering all components of the Adolescent Program in Mozambique.
 - d. Maintain regular communication with provincial teams, including Provinces under Technical Assistance, OCBs, SAAJ / Clinical Partners and government partners (NPCS, DPJD, DPS, DPEDH, SDSMAS and SDEJDH) in order to ensure an integrated implementation activities;
 - e. Ensure that field staff and OCBs under Technical Assistance are implementing interventions in accordance with standardized guidelines and in line with MISAU and m2m guidelines;
 4. Manage and oversee all routine and ad-hoc reporting on m2m's Mozambique Program:
 - a. Conduct data analysis and compile reports, as required for programmatic making decisions and for all other relevant audiences.
 - b. Coordinate with the Monitoring and Evaluation department to ensure the adaptation, rollout and implementation of the target client management tools, definition of key indicators, and accuracy in the record, data collection and analysis as well.
 - c. Prepare programmatic reports including the identification and documentation of success stories;
 - d. Contribute to the elaboration of the monthly, quarterly, semiannual and annual report for the government, donors and other interested parties;

Qualifications and Experience:

- Degree with at least 5 -7 years of experience in Health, Social Sciences, Community development or other relevant fields
- A minimum of five to Seven years' progressively responsible work experience developing, implementing and leading health programs with reference to HIV in resource constrained country contexts focused on RMNI, HIV, Adolescents and Paediatric treatment.
- Experience in the implementation and management of RMNI/HIV prevention programs for adolescents preferably with NGOs
- Experience collaborating with public and private sector agencies and organizations on HIV programs with focus on RMNI programs, Adolescents and Paediatric Treatment.
- Solid knowledge work in the areas of RMNI/HIV, Adolescents (DREAM, SAAJ) and Paediatric Treatment

Competencies:

- Excellent leadership, management, coordination, interpersonal and teamwork skills.
- Experience managing staff and the ability to coach, mentor, develop and strengthen human resource capacity for high performance.
- Ability to meet deadlines, manage multiple tasks and work in a fast-paced, demanding environment.
- Proactive, with a solution-oriented approach.
- Ability to work independently as well as collaboratively with a diverse group of stakeholders in a dynamic, complex and rapidly changing environment.
- Written and verbal language skills – in English and Portuguese.
- Expert skills in use of information technology including Microsoft Office Applications: Outlook, Word, PowerPoint, Excel.

mothers2mothers is an equal opportunity employer. We particularly encourage applications from people living with HIV and AIDS (PLWHA), people with disabilities, women and previously disadvantaged people. Competitive salary packages will be negotiable in accordance with m2m's remuneration policies.

To Apply:

- Interested applicants should apply for this position via <https://www.m2m.org/careers/> by **13/09/2020**