



Terms of Reference

DREAMS Amplification Pilot Program KwaZulu-Natal Peer Educators

Introduction

Adolescent girls and young women are a priority within the DREAMS mandate and in all advocacy efforts and programmes worldwide. In South Africa, 41% of the population is made up of young people between the ages of 14 and 35 years. The South African National Youth Policy places a commitment towards prioritising the needs of young people with respect to education, health and well-being, economic participation and social cohesion.

The World Health Organization estimated that 36.7 million people were living with HIV in 2015. Sub-Saharan Africa is the most severely affected region, accounting for nearly 70% of people living with HIV worldwide.

It is within this context that in September 2015 the international community committed to ending AIDS by 2030, as part of the Sustainable Development Goals (SDGs). In support of this objective, the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and supporting organisations, including Johnson & Johnson, launched DREAMS, which is an ambitious \$385 million partnership to reduce HIV infections among adolescent girls and young women in 10 sub-Saharan African countries.

Girls and young women account for 74% of new HIV infections among adolescents in sub-Saharan Africa. The 10 DREAMS countries including South Africa account for more than half of all the new HIV infections that occurred among adolescent girls and young women globally in 2015. The goal of DREAMS is to help girls develop into Determined, Resilient, Empowered, AIDS-free, Mentored and Safe women.

Within this framework, Johnson & Johnson facilitated workshops focused on insight generation with adolescent girls and young women in nine DREAMS countries in 2016. Feedback from these workshops outlined three principal areas which the girls felt needed to be addressed to instil behaviour change and decrease engagement in risky sexual behaviour. These areas were on employment and employability, leadership skills and sexual and reproductive health. Against this background Johnson and Johnson and UNFPA South Africa Country Office entered into a public-private partnership in June 2017 to implement the DREAMS Amplification Programme in KwaZulu-Natal and Gauteng. The purpose of the Programme is to contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW).

As a result, Johnson and Johnson in partnership with UNFPA has contracted six Youth to form the official Youth Leadership Team (YLT), to lead the development, implementation and measure the impact of a youth created and led DREAMS Amplification program. The addition of Program



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Trainers and Peer Educators will enable the designed youth-led program to be implemented within the designated communities.

Peer Educators

Johnson & Johnson, in partnership with UNFPA and the relevant provincial and district partners will establish under the leadership of the YLT, a team consisting of eighty-three Peer Educators to conduct face-to-face peer education to AGYW willing to participate in the DREAMS Amplification Program that will be deployed within the three KwaZulu-Natal (KZN) DREAMS districts; eThekweni, uMkhanyakude and uMgungundlovu.

The Peer Educators demonstrate a shift away from working for young people, to empowering young people to ensure youth-friendly approaches and action.

Purpose of the Peer Educators

Under the leadership and guidance of the YLT and Program Trainers, the Peer Educators will conduct face-to-face peer education based on the content developed through the DREAMS Amplification program. The Peer Educators, will be from the three priority districts namely, eThekweni, uMkhanyakude and uMgungundlovu.

The peer educators will interact with the young people, district and provincial partners engaged in HIV prevention and Sexual Reproductive Health and Rights involved in the HIV response to HIV.

Specifically, the **objectives** of the Peer Educators are to:

- Conduct Interpersonal/face-to-face peer education sessions with youth recruited within their local communities based on the content and training tools developed within the DREAMS Amplification Program.
- Train and equip the youth participants within the DREAMS Amplification program framework with correct information and knowledge on sexual reproductive health, and rights, employability and leadership skills in targeted districts.
- Contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW) by 40%.
- Under the guidance and oversight from the Program Trainers and YLT, compile and submit on Adolescent Girls and Young Women reached during the face-to-face sessions.

The **expected results from having the Peer Educators are:**

- Youth-led programme deployment and implementation that will enhance meaningful participation of target AGYW;
- Youth leadership skills enhanced;
- Young people exposed to employment experience;
- Total reach of 100 000 Adolescent Girls and Young Women (AGYW) aged 15-24yrs. within the targeted districts of KwaZulu-Natal.

Roles and Responsibilities of Peer Educator members

- Recruit AGYW within their communities to actively participate in the DREAMS Amplification Program
- To implement the peer-to-peer education youth program that will deliver against the set objectives;
- Provide a safe space for AGYW to freely participate in the DREAMS Amplification Program
- Dedication to conduct the set-out and pre-determined sessions, as specified in the youth-led program, to the participating AGYW
- Under the guidance of the Program Trainers, capture and collect vital program implementation data
- Peer Educators are expected to be available during pre-specified and agreed contact hours.
- Map their local communities for HIV prevention and SRHR services that can be used to refer AGYW in the local priority districts.

Duration of Peer Education programme

Peer Educators will serve for a period of eight months, from March 2018 to October 2018, subject to ongoing performance reviews.

Allowance

- Allowance of the Peer Educators will be ZAR R4000.00 (four thousand Rand) per month.

Applications for Peer Educator Employment

Johnson & Johnson in partnership with UNFPA invite interested applicants from Adolescent Girls and Young Women who meet the following criteria:

- Aged 16-24 as at 1 March 2018
- Minimum educational requirement would be Grade 9 completion
- Resident within one of the local communities, eThekweni, uMgungundlovu, uMkhanyakude. Total of eighty-three Peer Educators will be employed; forty-two within eThekweni, twenty-one within uMkhanyakude and twenty-one within the uMgungundlovu districts.
- An active member of your community with a passion for youth development
- Affiliated to one or more youth organisations / networks, i.e. representing a constituency of some kind (faith-based, disability, educational, skills development, gender, leadership, living with HIV, sports, rural development, etc).

Criteria for selection

A panel convened by Johnson & Johnson and UNFPA will review all applications and select shortlisted applicants for interview. Preference will be given to applicants from the 3 priority districts who are active in their communities. Applicants will be chosen to represent a diversity of interest groups, networks and constituencies, and preference will be given to applicants with



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teamwork qualities, leadership experience, communication skills, innovative approaches and commitment to furthering youth development.

How to apply

Interested applicants are requested to submit the following to zaf.admin@unfpa.org.

- Letter of motivation
- CV
- Letter of support / endorsement from a local community based organisation/s to which you are affiliated.

Closing date: 5 March 2018

Communication with prospective applicants

After the above-mentioned closing date, communication will be limited to shortlisted applicants only. Should you not hear from us after two weeks from the closing date, kindly consider your application as unsuccessful. For any enquiries regarding these terms of reference please do not hesitate to contact UNFPA at zaf.admin@unfpa.org.