



**Terms of Reference**  
**DREAMS Amplification Pilot Program**  
**KwaZulu-Natal**  
**Program Trainer**

**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 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 support Adolescent Girls and Young Women to 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.

### **Program Trainers**

Johnson & Johnson, in partnership with UNFPA and relevant provincial and district partners aim to establish under the leadership of the YLT, a team consisting of seven Program Trainers. The Trainers will train, mentor and supervise the cascade of Peer Educators as the Amplification Program is deployed within the three KwaZulu-Natal (KZN) DREAMS districts; eThekweni, uMkhanyakude and uMgungundlovu.

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

### **Purpose of the Program Trainers**

Under the leadership and guidance of the YLT the Program Trainers will deploy and track the DREAMS Amplification Program, as well as provide support and guidance to the Peer Educators, in the three KZN DREAMS priority districts. The Trainers, will be from the three priority districts namely, eThekweni, uMkhanyakude and uMgungundlovu.

Trainers will also interact with the young people, district and provincial partners engaged in HIV prevention and Sexual Reproductive Health and Rights response.

Specifically, the **objectives** of the Program Trainers are to:

- Deploy and track the youth-led and developed DREAMS Amplification Program, with ongoing guidance and oversight from the YLT and greater governance structure
- Supervise, mentor and support the Peer Educators within their local communities where the DREAMS Amplification Program will be deployed.
- Train and equip the Peer Educators within the DREAMS Amplification program framework on HIV/AIDS, as well as sexual reproductive health and rights in the priority districts.
- Contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW) by 40%.

The **expected results from having the Program Trainers** 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 Program Trainer members**

- Support Peer Educators to recruit AGYW within their communities and to actively participate in the DREAMS Amplification Program
- To plan, mentor and monitor district peer education program;
- Train, and provide on-going support to the of DREAMS Peer Educators;
- Under the guidance and oversight from the YLT, capture and collect vital DREAMS Amplification program implementation data and provide monthly reports to YLT. Engage provincial and district partners on the implementation of the DREAMS Amplification program Map their local communities for HIV prevention and SRHR services that can be used to refer AGYW in the local priority districts.
- Program Trainers are expected to be available during pre-specified and agreed contact hours.

### **Duration of the training programme**

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

### **Allowance**

- Allowance of the Program Trainers will be ZAR R5000.00 (five thousand Rand) per month.

### **Applications for DREAMS Amplification Program Trainer**

Johnson & Johnson and UNFPA invite applications for the DREAMS Amplification Program Trainer role from Adolescent Girls and Young Women who meet the following criteria:

- Aged 18-24 as at 1 March 2018
- Minimum educational requirement would be a Matric (Grade 12) certificate
- Resident within one of the local communities, eThekweni, uMgungundlovu, uMkhanyakude. Total of seven Program Trainers will be employed; three within eThekweni, two within uMkhanyakude and two within uMgungundlovu districts.
- Active membership in a community based organisation focused on youth development, HIV/AIDS, Sexual Reproductive Health and Rights, social development.
- One year experience on program implementation and peer leadership programs
- 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 in partnership 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 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](mailto: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](mailto:zaf.admin@unfpa.org).