



Terms of Reference

DREAMS Thina Abantu Abasha Program Monitoring and Evaluation Lead

Introduction

Adolescents girls and young women are a priority within the DREAMS mandate and in all advocacy efforts and programmes worldwide. In South Africa, 41% 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 prioritizing 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 organizations, 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 instill behavior change and decrease engagement in risky sexual behavior. These areas were on employment and employability, leadership skills and sexual and reproductive health. Against this background Johnson & Johnson and UNFPA South Africa Country Office entered into a public-private partnership in June 2017 to implement the DREAMS Thina Abantu Abasha (DREAMS TAA) 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).

The Program was successfully implemented in City of Johannesburg and City of Ekurhuleni (Gauteng) and eThekweni and uMgungundlovu (KwaZulu-Natal) in 2018 – 2019.

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In 2020, the Program will be implemented in City of Tshwane District (Gauteng) and uGu district KwaZulu-Natal).

Monitoring and Evaluation (M+E) Lead

Johnson & Johnson and UNFPA aim to contract one Monitoring and Evaluation Lead (M+E) to actualise our commitment to empower young people to participate in developing, leading and implementing a peer to peer education programme by young people for young people.

Purpose of the Monitoring and Evaluation Lead

To work closely with Youth Leadership Team to amplify the voice of youth representing various networks within South Africa and beyond. Although young people will adapt where relevant, lead and execute the already developed programme, they will receive ongoing guidance and oversight within a governance structure.

Specifically, the **objectives** of the M+E are to:

- Train and equip the Data Capturers to accurately capture the pre-defined data for all participating youth to the DREAMS TAA program within the target districts in KwaZulu-Natal and Gauteng.
- Contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW) by 40%.
- Empower Adolescent Girls and Young Women with correct information and knowledge on sexual reproductive health and rights in target districts in KwaZulu-Natal and Gauteng.

The **expected result** from having the Youth Leadership Team is:

- Provide evidence that showcase the success of the Youth-led programme deployment and implementation that demonstrates enhanced meaningful participation of young people;
- Provide evidence that showcase Youth leadership skills enhanced;
- Provide evidence that showcase the cascade of Young people being exposed to meaningful employment experiences;
- Total reach of 62 000 Adolescent Girls and Young Women (AGYW) aged 12-24yrs. within the targeted district of Kwa-Zulu Natal and Gauteng

Roles and Responsibilities of YLT member

- To report to UNFPA, South Africa
- Train the Data Capturers on the correct data collection method in accordance to the data collection guideline
- Attend weekly meetings with YLT, Data Capturers and Program Trainers

- Submit monthly reports on the overall success of the DREAMS TAA program aligned to desired and pre-defined outcomes
- To work as a team with the Youth Leadership Team to lead the adaptation and implementation of the peer to peer youth program that will deliver against the set objectives;
- The M+E Lead is expected to be available during pre-specified and agreed contact hours.
- Actively participate in DTAA social media platforms
- Training
 - Training of four youth data capturers
 - Guidance and support for data capturers for the duration of the data capturing period
- Adapt the DREAMS TAA program that will be youth centric, creative and well received within the target population
- Identify and develop the strategies/approaches/tools needed for the implementation of the DREAMS TAA program in KwaZulu-Natal and Gauteng.
- Launch the DREAMS TAA program to the youth target audience, also including the key strategic partners
- Participate in weekly status meetings with current YLT and key stakeholders, reporting back on the adaptation and implementation progress
- Plan, implement and monitor effectively the program in close consultation with all partners and provide monthly reports to all key stakeholders on the Gauteng DREAMS TAA activities.
- Expected to be available during office core business hours
- Research and evaluation;
 - Input into design of data capturing spread sheets
 - Data analysis
 - Compilation of findings and recommendations
 - Writing of research reports

Period of employment

M+E Lead will serve for a period of eleven months, from February 2020 to December 2020, subject to ongoing performance reviews.

Remuneration

- Remuneration of the Youth Leadership Team will be ZAR R7,000.00 (Seven Thousand Rand) per month.

Applications for M+E Lead Employment

Johnson & Johnson and UNFPA invite applications for contract of the Monitoring and Evaluation Lead from young people who meet the following criteria:

- Aged 18-24 as at 1 January 2020

- Minimum educational requirement would be a Matric (Grade 12) certificate with current/previous studies within the financial / analytical fraternity with strong Excel capabilities
- Resident in eThekweni district, uGu district or City of Tshwane
- An active member of your community with a passion for youth development and previous experience in designing and implementing youth development initiatives would be an asset
- 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).
- Not to be contracted/employed elsewhere
- Not to be full time student.

Criteria for selection

A panel convened by Johnson & Johnson and UNFPA will review all applications and select shortlisted applicants for interview. No correspondence will be entered. Preference will be given to applicants from the two 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.

- Indicate position applying for and area of residence
- Letter of motivation
- CV
- Letter of support / endorsement from the organisation/s to which you are affiliated.

Closing date: 12 January 2020

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.