



**Terms of Reference**  
**DREAMS Thina Abantu Abasha Program**  
**Gauteng**  
**Program Trainer**

**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 in Gauteng in 2018 – 2019. The Program will be implemented in City of Tshwane District in 2020.

### **Program Trainers**

Johnson & Johnson and UNFPA aim to establish under the leadership of the YLT, a team consisting of five Program Trainers. The Trainers will train, mentor and supervise the cascade of Peer Educators as the DREAMS TAA program is deployed within the Gauteng DREAMS districts; City of Tshwane.

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 TAA program, as well as provide support and guidance to the Peer Educators, in the City of Tshwane district. The Trainers will be from the three subdistricts: Mabopane, Soshanguve and Garankuwa.

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 TAA 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 TAA program will be deployed.
- Train and equip the Peer Educators within the DREAMS TAA 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 result** 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 62 000 Adolescent Girls and Young Women (AGYW) aged 12-24yrs. within the targeted subdistricts of Gauteng.

### **Roles and Responsibilities of Program Trainer members**

- Report to the Youth Leadership Team
- Performance measurement: performance will be reviewed weekly and failure to meet result will result in stipend decrease and/or contract reviewed.
- Support Peer Educators to recruit AGYW within their communities and to actively participate in the DREAMS TA) 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 TAA program implementation data and provide weekly and monthly reports to YLT.
- Engage provincial and district partners on the implementation of the DREAMS TAA 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.
- Actively participate in DTAA social media platforms
- The Program Trainer is expected to be unemployed or a part time student
- Quarterly submit implementation plans of how they going to reach their targets for respective area/s covered by their Peer Educators
  - Assist Peer Educators with securing venues
  - Assist Peer Educators with referrals
- To train and provide on-going support to the Peer Educators.
  - Attend weekly meetings (not only for data collection but to also track each peer's implementation process)
- By attending meetings with stakeholders, councilors, school principals, etc
- To collect all M+E documents from Peer educators. Specifically, programme session attendance registers, event attendance registers and pre and post evaluation forms.
  - Collection of M+E documents is required to happen once a week. failure to meet weekly will result in stipend decrease
- To capture M+E documents. Specifically, to capture all programme sessions attendance registers and event attendance registers on the CommCare app.
- Capturing of M+E documents is required to happen one a week. Programme session registers and event registers need to be captured once a week for progress to be tracked.

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

Program Trainers will serve for a period of ten months, from February 2020 to November 2020 subject to ongoing performance reviews.

### **Allowance**

- Allowance of the Program Trainers will be ZAR R5,000.00 (Five Thousand Rand) per month.

### **Applications for DREAMS TAA Program Trainer**

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

- AGYW aged 18-24 as at 1 January 2020
- Minimum educational requirement would be a Matric (Grade 12) certificate
- Resident within the local communities, Mabopane, Garankuwa and Soshanguve.
- Active membership in a community-based organization 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 organizations / 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 employed/contracted else where
- Not a full-time student

### **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 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](mailto:zaf.admin@unfpa.org).

- Indicate position applying for and area of residence
- Letter of motivation
- CV
- Letter of support / endorsement from a local community-based organization/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](mailto:zaf.admin@unfpa.org).