



29th March 2024

JOB ADVERTISEMENT

IDENTIFICATION	
JOB TITLE	HTS Counselor
REPORTING TO	HTS SUPERVISOR /CLINIC INCHARGE
DEPARTMENT/UNIT	HIV
NUMBER OF POSITIONS	FIVE (5)
DURATION OF CONTRACT	9 Months (renewable) based on performance and availability of funds
DUTY STATION	Migori County

Blue Cross-Nyatike Community Development Program is a Christian founded Child, youth and women centered organization working in Migori , Homa Bay and Taita Taveta Counties with the general aim of reducing the impact of HIV/AIDS/TB, Malaria, malnutrition poverty and preventable diseases among the targeted communities. The organization currently partners with USAID Nuru Ya Mtoto through PATH Kenya, USAID through RTI WKSP funded Project, Global Fund through Amref Health Africa and KeNaam, Fred Hollows Foundation, World vision, EU through KALRO CS APP, Aids Heath care Foundation through AHF Kenya ,NARIGP and ASDSP through County Government of Migori and other government structures in its program implementation.

Blue Cross Nyatike is driven by its vision of *‘Empowered communities with self- sustaining care and support systems’* and its mission *‘To work with local communities ,partners, and government agencies to support and empower vulnerable children , women, youths , PLHIV and other disadvantaged groups through health promotion, economic empowerment ,educational support psychosocial support and protection’*

OVERVIEW OF BLUE CROSS NYATIKE – AIDS HEALTH CARE FOUNDATION PROJECT

The BCN AIDS Healthcare Foundation Kenya (AHF)Project is HIV care and treatment program focusing on holistic approach to care and treatment for the HIV infected people with key interventions focusing on management of opportunistic illness and co-morbidities, STI management and treatment of TB/HIV co-infection.The Program supports a multi-pronged

prevention program that includes monthly outreach of free HIV testing and counseling into a multitude of local communities which allows the team to identify people living with HIV who are out of care and link them to services.

With key focus on outcomes and not inputs, The project goal is increased community awareness and enhanced access to HIV prevention services ,including timely linkages of HIV positive clients to HIV treatment .

Scope

The scope of AHF Project is :

1. Test 9900 clients for HIV
2. Identify 495 new HIV-positive clients
3. Link 95% (470) of clients identified as HIV positive into HIV care and treatment
4. Distribute 330,000 male condoms
5. Support AGYAW support groups on SBCC
6. conduct behavior change communication for young people, with girls and women being the primary target, HIV testing and PLHIV linkages using the routine AHF HIV Testing program guidelines

The objectives Project is to:

increase community awareness and enhanced access to HIV prevention services ,including timely linkages of HIV positive clients to HIV care and treatment targeting Kuria West, Suna East and Uriri Sub Counties.

Background

Blue Cross wishes to recruit highly competent, proactive and self-driven persons to fill the following position

PROJECT HTS COUNSELORS – 5 POSITIONS

Purpose of the position The main objective of the position of the Project HTS Counsellor is to provide HIV Testing Services to patients and clients using provider-initiated testing & counseling, voluntary counseling and testing, targeted family and partner testing/partner notification services, line listing of high-risk patients, already in care clients and other novel HTS approaches. HTS counselor will promote the provision of psychosocial counseling, adherence to care & treatment, encouraging family testing and facilitating effective referral of clients to access other preventive health services.

Job Responsibilities:

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Create awareness and offer knowledge on HIV and provide education about HIV testing

services.

- Lead in the mobilization of clients for HIV testing.
- Provides pre and post-test HIV counseling to all patients willing to have the HIV test done ensuring clients understand prevention methods and other relevant issues.
- Provide confidential HIV testing to clients as per the national HTS guidelines.
- Encourages and supports patients that test positive; helping them to cope with the new diagnosis.
- Provide ongoing counseling and make relevant referrals for ongoing support.
- Documenting the appropriate MOH tools for HTS and maintaining accurate HTS records including referrals and reports on referral outcomes.
- compile and submit HTS reports monthly and correctly document generated data in the approved data tools as required by NASCOP and AHF Kenya program.
- Participates in Mass HIV testing initiatives and campaigns.
- Acts as (by facilitating) a linkage between HIV diagnosis, care, support, and treatment.
- Understands and implements operating policies and procedures.
- Timely request for all necessary consumables for undertaking HTS activities.
- Participates in HTS QA activities like proficiency testing, counseling supervision, and quality control measures like batch testing of rapid test kits.
- Attend continuous professional development (CPD) sessions for professional growth and development.
- Ensures HTS optimization in the facility.
- Provide assisted Partner Notifications Services to partners of the people living with HIV while protecting their rights and observing professional ethics.
- Attend GBV and trauma counseling to clients in need. Conduct HIV tests to them and does appropriate referrals.
- Screening and identifying clients eligible for PrEP, and offering appropriate referrals
- Work as a team in supporting fellow counselors through peer support supervision.
- Refer and link negative clients to preventive services and positive clients to care and treatment services.
- Ensure there are appropriate IEC materials, job aids, and SOPs necessary for HTS in the testing sites.

- Identify facility-specific strategies to meet agreed on facility targets.
- Carry out scheduled home visits when carrying out index testing and do a follow-up on unlinked positive clients.
- Carry out adherence counseling to clients.
- Identify resources and promote the program; serve as liaison to the community by conducting presentations on all program activities.
- Participates in community activities such as Integrated Outreach Camps.
- Support case management duties through collaborative coordination with other health service providers to ensure optimal service delivery to clients and client retention to care
- Ensure the maintenance of appropriate, accurate, and clear documentation of all outreaches, education, case management, and group activities – report writing.
- Actively participate in training, ongoing skills enhancement training, and network meetings.
- Supervises and mentors’ outreach/supported testing sites counselors
- Maintains collaborative linkages with health centers, NGO’s, CBOs, Civic leaders, National AIDS control program (county level), and other relevant institutions
- Undertakes any other duties as may be assigned.

Participation in AHF Meetings/Committees

- Attends testing counselors’ meetings.
- Attends other meetings as assigned. e.g. MDT QIT meetings
- Participate in routine QI activities, refresher courses as per laid out policies and guidelines

Supervisory Responsibilities

This job has supervisory responsibilities .

PROJECT HTS COUNSELOR COMPETENCIES

Qualifications

- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Diploma in Counseling, Psychology, health-related or social science field or possesses a Higher Diploma with 3 years' experience or more in a similar field

Computer/Software Skills & Abilities

- Should use Word Processing software.
- Knowledge of National Health Information System data entries e.g. EMR, eHTS

Language Skills

- Ability to read and interpret guidelines such as safety rules, universal precautions, operating and maintenance instructions, and program manuals. Ability to document extensive reports accurately. Ability to speak effectively in a group setting.

Mathematical Skills

- Ability to add, subtract, multiply, and divide into all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent to draw and interpret bar graph.

Reasoning ability

- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form.

OTHER SKILLS AND ABILITIES

- Should have communication and interpersonal skills
- Should have a client-focused approach and a pleasant personality
- Needs to be sensitive to confidentiality and issues surrounding HIV/AIDS.
- Good command of date-to-date knowledge and practices in HIV/AIDS treatment and care. Ability to prepare reports, provide team leadership and guidance.
- Flexible, proactive, and able to organize work independently as well as work in a team

CERTIFICATES, LICENSES, REGISTRATIONS

- **Must be duly registered with the relevant professional body as certified HTS Counselor**

The ideal candidate should be highly motivated, entrepreneurial, resourceful, flexible, independent, energetic, with excellent communications skills, cultural sensitivity and has demonstrated experience supporting HTS projects.

Disclaimer:

This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.

APPLICATION PROCEDURE

If you are up to the challenge, possess the necessary qualification and experience; please send your CV only quoting the job title on the email subject (Project HTS Counsellor – Blue Cross Nyatike) to vacancy.bluecrossnyatike@gmail.com on or before **8 th April 2024**.

Kindly indicate current/last salary on your CV

N.B:

We do not charge any fee for receiving your CV or for interviewing

Kindly scan and send the attachment as one pdf document for easy retrieval

Only shortlisted candidates will be contacted

Blue cross Nyatike is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Blue Cross Nyatike is an equal opportunity employer and has a non-smoking environment policy