



I-TECH Namibia promotes activities that increase human capacity for providing HIV/AIDS clinical care and support through the development of health care worker training systems. I-TECH invites suitably qualified persons to apply for the following positions:

HIV Testing Services Mentors x2

Duty Station: Oshakati; Onandjokwe

Primary Responsibilities:

- Provide overall leadership of HTS, including technical supervision of the I-TECH HLCs, Sr. HA and selected HAs.
- Collaborate with Regional Medical stores to improve efficiency in supply chain management of RT kits and other testing supplies.
- Collaborate with NIP, other partners, MoHSS regional, district and facility staff to find innovative ways to overcome operational challenges.
- Compile quarterly HIV Rapid Testing QA reports for I-TECH supported facilities in the assigned district or sub-district and submit to the Laboratory Specialist.

Required Education, Training & Experience:

- Degree or Diploma in Medical Laboratory/ Biomedical Sciences and registration as a Medical Technologist with the HPCNA
- At least 5 years of laboratory medicine practice, including HIV-related diagnostics
- Experience in training healthcare workers on HIV Rapid Testing and Early Infant Diagnosis
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All email applications should indicate position title in the subject line.

Closing Date: 12 August 2022

***I-TECH Namibia offers an attractive package commensurate with qualifications and experience.
Send your CV to hr@itech-namibia.org or deliver it to the following address: No. 4 Jackson
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District Quality Managers x 25

Duty Station: Rehoboth; Mariental; Keetmanshoop; Karasburg; Walvis Bay; Omaruru; Opuwo; Outjo; Outapi; Oshikuku; Okahao; Tsandi; Gobabis; Grootfontein; Okahandja; Engela; Omuthiya; Onandjokwe; Tsumeb; Andara; Nkurenkuru; Rundu, Katima

Primary Responsibilities:

- Assist sites to develop and implement strategies to close gaps along the HIV prevention, treatment, care, and support continuum: Strengthening HIV prevention interventions for selected priority populations, including pregnant and breastfeeding women (PBFW), HIV-negative contacts of index clients, and HIV-exposed infants (eMTCT services)
- Ensuring all PLHIV receive and complete a course of TB Preventive Therapy (TPT), preferably the short course regimen, and that it is well documented in the PCB and in the electronic system.
- Support facilities in conducting quality TB screening of all PLHIV, i.e., all eligible clients to be investigated for TB using TB diagnostic tests (Gene Expert, TB LAM) and all results to be documented.
- Integrating cervical cancer screening services and services for GBV into routine ART care for any infants who test HIV+.
- Collaborate with various stakeholders in strengthening health facility cervical cancer services and support implementation of quality cervical cancer screening services.
- Work with various personnel to improve quality of documentation of care and treatment services at the point of data generation (e.g., registers, PCBs) to improve on accuracy, completeness, and timeliness of clinical data.
- Assist in implementation of efforts for patient tracing with a special focus on high priority groups (e.g., PBFW, paediatric patients, unsuppressed patients).
- Provide and/or assist in ART and other HIV-related training, both on- and off-site and provide post-training support.
- Support quality improvement initiatives at sites, including ongoing QI Collaboratives to improve quality of care, including necessary reporting.
- Participate in baseline quality standards assessments in prioritized/selected healthcare facilities, support healthcare facilities to address identified gaps.
- Co-facilitate consumer involvement training using the MoHSS consumer involvement training curriculum.
- Ensure facilities raise awareness about patient rights and responsibilities.
- Work closely with relevant district programme and M&E/DHIS staff to prepare monthly reports.
- Oversee the proper use and maintenance of and retain ultimate accountability for all I-TECH inventory in the assigned area/location.

Required Education, Training & Experience:

- Degree in Nursing and registration as a Registered Nurse with the HPCNA; post graduate qualification is an advantage
- At least 7 years appropriate experience of which at least 5 years of clinical nursing experience including management of patients with HIV on ART
- Two years of previous training and project management experience
- Previous experience as an HIV Nurse Mentor is an advantage
- Previous experience in training nurses in NIMART would be an advantage
- Previous experience as a supervisor or quality manager would be an advantage

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Senior District Quality Managers x6

Duty Station: Windhoek; Swakopmund; Oshakati; Otjiwarongo, Eenhana; Rundu

Primary Responsibilities:

- Collaborate closely with the District Nurse Mentor(s) (NMs) in assisting sites to develop and implement strategies to close gaps along the HIV prevention, treatment, care, and support continuum: Strengthening HIV prevention interventions for selected priority populations, including pregnant and breastfeeding women (PBFW), HIV-negative contacts of index clients, and HIV-exposed infants (eMTCT services)
- Support facilities in conducting quality TB screening of all PLHIV, i.e., all eligible clients to be investigated using TB diagnostic tests (Gene Expert, TB LAM) and all results to be documented.
- Collaborate with MoHSS Cervical cancer nurse trainers and I-TECH CECAP QI managers (CQMs) in strengthening health facility cervical cancer services and support implementation of quality cervical cancer screening services.
- Assist and collaborate with data staff to support facility-based staff to analyse, interpret and utilise their own routinely collected HIV-related service and quality indicators for action; and coordinate with the Nurse Mentor(s) the day-to-day scheduling of the work of various staff including the District Quality Manager.
- Provide and/or assist in ART and other HIV-related training, both on- and off-site and provide post-training support.
- Support health facility teams to prepare for SIMS assessments, participate in the assessments, and coordinate implementation of post-assessment remedial action to address identified gaps.
- Conduct training, coaching and mentoring of healthcare workers on Quality Improvement.
- Establish a Client Feedback System, assist facilities in analyzing the data and responding appropriately.
- Work closely with relevant district programme and M&E/DHIS staff to prepare monthly reports.
- Engage closely with the I-TECH budget/program manager related to travel authorizations, budget planning and procurement of supplies/services.
- Oversee the proper use and maintenance of and retain ultimate accountability for all I-TECH inventory in the assigned area/location.

Required Education, Training & Experience:

- Degree in Nursing and registration as a Registered Nurse with the HPCNA; post graduate qualification is an advantage
- At least 9 years appropriate experience of which at least 5 years of clinical nursing experience including management of patients with HIV on ART
- Two years of previous training and project management experience
- Previous experience as an HIV Nurse Mentor is an advantage
- Previous experience in training nurses in NIMART would be an advantage
- Previous experience as a supervisor or quality manager would be an advantage

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CECAP Quality Managers x 5 Duty Station: x 2 Windhoek, x1 Zambezi, x1 Oshikoto, x1 Ohangwena

Primary Responsibilities:

- Participate in the development and implementation of cervical cancer and sexual reproductive health (SRH) quality improvement initiatives at sites, including implementing ongoing cervical cancer prevention QI Collaboratives to improve quality of care.
- Provide technical support including development of standard operating procedures to improve cervical cancer and reproductive health services for women living with HIV.
- Provide technical support to various stakeholders to strengthen health facility cervical cancer services and support implementation of quality cervical cancer screening services.
- Capacity Building for Quality Management (QM) by conduct training, coaching, and mentoring of relevant healthcare workers on cervical cancer and SRH QI using available MoHSS QM training curricula (QM generic training, QM coaches training and Consumer involvement training curriculum).
- Collaborate closely with various personnel through a collaborative team approach to develop and implement strategies to close gaps along the cervical cancer prevention cascade

Required Education, Training & Experience:

- Degree in Nursing and registration as a Registered Nurse with the HPCNA: post graduate qualification is an advantage.
- At least 7 years of appropriate experience of which at least 3 years clinical nursing experience including provision of cervical cancer screening services.
- Trained in Visualization and inspection of the cervix with acetic acid (VIA)
- Two years of previous training and project management experience
- At least 1 year experience in cervical cancer prevention mentorship.
- Previous experience in use of electronic data tools would be an advantage.
- Previous experience as a supervisor/quality manager would be an advantage

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Paediatric HIV Expert Nurse x2

Duty station: Engela; Outapi

Primary Responsibilities:

- Provide technical assistance to MOHSS staff in providing comprehensive HIV care and treatment for children and adolescents, including the implementation and operationalization of National (Paediatric) ART guidelines and the roll-out of NIMART for children.
- Assist in addressing the needs of adolescents with HIV including establishment of teen clubs and adolescents' eventual transition to adult HIV care.
- Provide and/or assist in Paediatric-related HIV curriculum revision and training.

Required Education, Training & Experience:

- Degree in Nursing and registration as a Registered Nurse with the HPCNA
- At least 5 years of clinical nursing experience including management of patients, including children and adolescents, with HIV on ART
- Additional training in paediatric HIV care and treatment and/or Paediatric nursing would be an advantage

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HIV Recency Surveillance Continuous Quality Improvement Coordinator x1

Duty station: Windhoek

Primary Responsibilities:

- Lead CQI activities for the HIV Recency surveillance study across Namibia`s 14 regions
- Collaborate with study team to design, adopt and manage Quality Improvement tools and other related materials.
- Support and assist trainings on the study protocol and operations including capacity building through staff training (regional HTS Mentors, District Quality Managers, MEOs) and partners on use of QI tools, quality management and support supervisory visits
- Coordinate and conduct routine supervisory visits to facilities to provide supportive supervision and quality monitoring and collect data on the implementation of study activities.
- Coordinate all aspects of collection, analysis, and visualization of CQI data and data management of end user`s input
- Work with the MoHSS HTS and partners to ensure that the technical requirements of the study are met and to monitor participant recruitment, sample collection and transport and quality of data.
- Work with the MoHSS and other study partners to ensure that survey staff at each site adhere to approved ethical procedures in survey protocol (informed consent, data collection, storage, security and backup, biological specimen collection, storage shipping and safety).
- Facilitate in training workshops if approved in advance by the HTS Program Lead, National, regional or district training workshops, as needed.
- Strengthen the results return system, results review processes and monitor turnaround times, of Recency testing results.
- Collaborate with NIP Recency testing team, MoHSS, national recency Taskforce, regional, district and facility staff to find innovative ways to overcome Recency testing operational challenges
- Compile monthly reports to be reviewed by the HTS Program Lead on progress with the Recency testing implementation sites with a view to continuously analyse the successes and lessons learned in quality improvement projects.

Required Education, Training & Experience:

- Bachelor`s or Master`s degree in public health or social sciences preferred (anthropology, demography, sociology, psychology or other) OR health professional with tertiary qualifications, such as nursing, clinical medicine or medical laboratory sciences.
- Minimum experience of 5 years (after graduation) in health care field.
- Have a thorough understanding of the HIV Recency surveillance protocols and operations manuals.
- Two years of previous training in Continuous Quality Improvement (CQI) and CQI experience
- Previous experience in training health-care workers in HIV case-finding would be an advantage
- Strong interpersonal and communication skills and ability to work with people of different backgrounds
- Strong organizational and management skills

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HIV Case Finding Nurse Mentor x1

Duty station: Oshakati

Primary Responsibilities:

- Assist various stakeholders develop strategies to close gaps in HIV case finding.
- Support the ongoing Facility-Based ICT services and projects in selected sites and consider expanding to other large sites in different Regions.
- Provide support to the clinical teams in implementation of Optimized PITC, HIVST as part of the broader HIV Case Finding strategies and POC HIV Recency testing for Recent Infection Surveillance.
- Support the integration of PrEP into HTS, maternal and child health care service delivery points.
- Provide support in the various Districts in engaging Health facility staff with implementation of all targeted testing strategies. This includes facilitating teamwork between the facility nursing staff and HIV testing staff in the successful implementation of strategies, particularly those requiring inputs from both.
- Collaborate with the I-TECH SI staff to ensure accurate and timely ICT data collection and reporting.
- Support quality improvement initiatives at sites, as applicable, to case finding strategies.
- Assist in the development of standard operating procedures to improve case-finding services at ART clinics, PHC clinics and Maternity wards as applicable.
- Collaborate with other partners involved in HIV case-finding activities, including community partners.
- Collaborate with various stakeholders at National Office regarding progress and strategies in the HIV testing program and provide and/or assist in HIV-case-finding related training.

Required Education, Training & Experience:

- Degree in Nursing and registration as a Registered Nurse with the HPCNA
- At least 5 years of clinical nursing experience including management of patients with HIV on ART and supporting HIV case-finding activities
- Two years of previous training and project management experience
- Previous experience in training health-care workers in HIV case-finding would be an advantage
- Strong interpersonal skills and ability to work with people of different backgrounds

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