



Functional Title	: Social Behavior Change and Health Systems Officer
Responsibility Level	: Officer
Department/Project/PN	: USAID Adolescent Reproductive Health
Workstation	: Surkhet
Incumbent's Name	: VACANT
Supervisor/Principal Evaluator	: Provincial Coordinator

JOB SUMMARY

Social Behavior Change and Health Systems Officer under the direct supervision of the Province Coordinator will be a core member of the USAID Adolescent Reproductive Health (ARH) team. USAID ARH is a youth co-led initiative to empower girls and boys, 10-19 years, including the most marginalized, to attain their adolescent reproductive health (ARH) and rights. The goal of the program is to support adolescents to reach their full potential by ensuring they receive correct and appropriate reproductive health (RH) information, guidance, and decision-making skills, creating an environment conducive to making healthy reproductive health decisions and facilitating translation of these decisions into healthy behaviors.

The incumbent is responsible for effective and timely implementation of GESI, SBC and health systems strengthening activities while engaging closely with local NGOs across the program districts. In close coordination with the GESI SBC and Social Norms Specialist, Health System Strengthening & Governance Specialist and other thematic specialists in the province, The incumbent is responsible for providing technical support to the project team and partners for the planning, implementation, monitoring, evaluation, and advocacy of project approaches and activities especially the health Services component and GESI SBC and social norms interventions across project scope of work. Technical support will also be required in designing, field testing and implementation of activities, collecting & documenting case studies and implementation processes to showcase the project's effectiveness. The incumbent is expected to work in close coordination and maintain good working relationships with the district health office, NGO partners, government line agencies, and other stakeholders in the district for the smooth operation of project activities.

The incumbent should have a strong understanding that SRH issues do not have the same impact among everyone the same way e.g.: adolescents and youth who are gender non confirming and/or with disability are affected differently. These vulnerabilities are exacerbated by other factors such as societal structures, discriminatory and harmful practices/social norms heightening the problem. Hence, the project looks that the unique needs of most vulnerable and marginalized groups including those with disability and gender/sexual identity need more accessible and inclusive programming. The incumbent will be responsible for ensuring the programs are accessible and inclusive of people with disabilities and create space for people with diverse sexual orientation, gender identities and expression (SOGIESC). The incumbent will also feed in USAID ARH project contributions to CARE Nepal and global MEL processes including PIIRS and other MEL/KM initiatives. The incumbent shall fully comply with CARE policies and procedures and will be accountable for it.



KEY RESPONSIBILITIES AND TASKS:

R1. Planning and Implementation: (40%)

- Ensure quality implementation of the Social Analysis and Action (SAA) approach, identify gaps, and take timely corrective measures for implementation through training, coaching and mentoring to ARH facilitators and monitor the sessions closely in coordination with GESI SBC and Social Norms Specialists.
- Engage in facilitation of seven steps planning processes to ensure timely communication with private and public facilities for availability through coordination with district health offices, province health directorate and all specialists (especially youth mobilization, private sector engagement and quality assurance).
- Make community visits with groups and identify unequal power relations and conditions that young people in all their diversity experience, as well as specific barriers that girls and young women face in exercising their sexual and reproductive rights.
- Support quality implementation of health system strengthening activities by making regular visits to the health facilities and municipalities. Also monitor effectively for SATH, youth led CHSB and campaign activities.
- Ensure the HF and community interventions are well aligned to address societal gender norms that negatively impact young people's lives and exclude vulnerable groups.
- Engage with district partners and team to identify the pertinent issues of social norms and behavior change communication, develop gender sensitive plans that address different factors influencing SRHR into the plans and policies at municipality level.
- Support to implement USAID ARH's activities at the municipality level in close coordination of districts.
- Ensure inclusiveness and accessible programming in all the activities implemented.

R2. Training and Capacity Development: (20%)

- Work closely with the province team in designing training based on the needs of partners and capacitate ARH GESI officers and facilitators as per needs identified.
- Work with the youth allies/ networks/ groups in communities to organize campaigns to address social norms change process.
- Work with district leads and team members to strengthen girls' agency by building their knowledge, confidence, and skills. Also, to support boys and young men to embrace positive masculinity and to promote gender equality, while also achieving meaningful results for them too in reproductive health.
- Mobilize youth and their networks to foster an enabling environment where stakeholders work together to support young people in their influencing work and to meet SRH needs.
- Identify training/capacity needs of partner staff and youth to link with the effective implementation of SATH, youth led CHSB and campaign activities.



R3. Collaborate with Stakeholders and Monitoring: (15%)

- Work closely with Health system strengthening specialists and other thematic specialists to support to strengthen coordination with the health system at province, district and municipality levels and their relevant government offices/officials for ownership, and sustainability.
- Maintain close working relations with all program partners and consortium.
- Support partners to build the capacity of staff to implement project activities.
- Guide partners to develop and implement annual and periodic work plans, track both program and financial progress.
- Work in close coordination with relevant stakeholders and partners where applicable to produce a synergistic effect for the program.
- Visit the program sites and provide onsite coaching and guidance based on performance.

R4. Documentation, dissemination, and reporting: (15%)

- Conduct field visits to ensure quality recording and reporting of interventions.
- Prepare monthly updates, and periodic progress reports according to donor and government requirements.
- Prepare reports and process documentation related to USAID ARH, health systems and SBC activities, disseminate findings at relevant platforms at local level.

R5. Upholding CARE's Core values and ensuring its principles: (10%)

- Link and demonstrate CARE Nepal's core values, programming principles, strategic objectives, gender equity and equality in programming and behavior.
- Comply and exercise organizational values and culture.
- Help to promote rights, good governance, and accountability.
- Act for the sustainable implementation of activities and ensure scale up of proven interventions.
- Demonstrate positive behaviors following CARE code of conduct and uphold implementation of CARE Safeguarding policy at all levels.
- Conduct awareness raising on CARE Safeguarding policy, feedback and accountability channels and code of conduct.

SPENDING AUTHORITY

None

SUPERVISION:

None

WORKING CONDITIONS:

Based in Surkhet Province Office. Frequent visits (at least 60%) to the project districts and municipalities is required. Need to travel to other project provinces as well.



QUALIFICATION AND EXPERIENCE:

- Bachelor's degree in public health or nursing with 3 years of experience in health system strengthening and GESI, SBC and Social Norms change and multiple components.
- Prior experience of working with municipalities in the new context of federalization with clear understanding and skills in facilitation of local level planning process.
- Experience working in multi-sector program with diversified team, marginalized groups, with disability and LGBTIQI+.

SKILLS AND KNOWLEDGE:

- Report writing skills along with basic formatting skills required to prepare reports.
- Communication skills including strong verbal and written language skills in both English and Nepali.
- Interpersonal and facilitation skills.
- Strong coordination, networking, and advocacy skills.
- Computer skills, including knowledge of relevant software e.g., Microsoft office and others
- Knowledge on indigenous cultures and language of Karnali and Lumbini remote hills.
- Driving ability with valid driving license (2 wheeled)

COMPETENCIES:

- Analytical thinking – Able to analyze and draw conclusions from the budget/financial reports and actual data from the project.
- Planning and organizing – Able to define work goals and objectives; develop and execute work plans; and contribute to the achievement of work group objectives.
- Teamwork and people management – Able to work effectively with other people within a work group.
- Developing others – Able to foster the development of others by providing a supportive learning environment.
- Communicating and sharing ideas and information - Able to present information and express opinions confidently to internal and external audiences.
- Writing – Able to communicate ideas and information in writing to ensure that information and messages are understood and have the desired impact.
- Initiative – Deals with situations and issues proactively, persistently, and thoroughly.
- Embracing and Valuing Diversity – Able to contribute effectively to a culture that positively values the diversity of people, values and ideas within CARE Nepal.
- Influencing – Able to generate commitment and build consensus among others and gain their support.
- Innovation – Demonstrates openness to new ideas, seeks out new opportunities.
- Interpersonal sensitivity – Able to communicate with sensitivity and foster communication, actively listening to others.



Approved by: _____

Date: _____

Agreed by: _____

Date: _____