



VACANCY ADVERTISEMENT

Community Field Worker – Paediatric HIV Program (4 Positions)

Organization: HIV Survivors and Partners Network

Location: Johannesburg, South Africa

Positions Available

- 2 Positions – City of Tshwane (All regions)
- 2 Positions – Ekurhuleni (All regions)

Contract Duration: 6 Months (including a 2-month probation period)

Employment Type: Fixed-Term Contract

Stipend: R 5 000 a month

About the Project

HSPN, together with consortium partners, is implementing a multi-provincial paediatric HIV program focused on:

- Paediatric HIV case identification
- Linkage to HIV treatment and retention in care
- HIV treatment literacy
- Community-clinic referral strengthening
- Early adolescent support groups
- Community-led monitoring
- Stakeholder engagement and systems strengthening

The program works closely with clinics, schools, ECD centers, caregivers, and community structures to improve pediatric HIV outcomes for children and adolescents.

Position Summary

HSPN is seeking motivated, compassionate, and community-oriented Community Field Workers to support the implementation of community-based pediatric HIV activities within supported districts.

The successful candidates will conduct household and community outreach, support identification and referral of children at risk of HIV, strengthen linkage to care, support caregiver engagement, and work closely with clinics and community stakeholders to improve continuity of care for children and adolescents. The candidate will also convene and facilitate community dialogues, literacy sessions with caregivers and facilitate a support group for early adolescence to enhance adherence

This role is ideal for individuals passionate about community health, child wellbeing, HIV response, and social impact.

Key Performance Areas (KPA)

1. Community Outreach and Household Screening

- Conduct household visits and community outreach activities within supported communities
- Identify children potentially at risk of HIV using approved screening approaches
- Conduct outreach activities at:
 - Schools
 - ECD centres and creches
 - Clinics
 - Churches and faith-based spaces
 - Community events and local gatherings
- Conduct basic health education and awareness activities with caregivers and families
- Support family-centred and caregiver-linked identification approaches

2. Referral and Linkage to Care Support

- Facilitate referrals of at-risk children to health facilities for HIV testing and related services
- Support caregivers with clinic navigation and referral processes
- Conduct follow-up visits and telephone tracing where required
- Assist with re-engagement of children disengaged from HIV care
- Support appointment reminders and referral follow-ups
- Work closely with clinic staff to strengthen continuity of care

3. HIV Treatment Literacy and Caregiver Support

- Support caregiver treatment literacy and adherence discussions
- Distribute approved HIV literacy materials and booklets
- Support community sessions focused on:
 - HIV treatment literacy
 - Retention in care
 - Adherence support
 - Viral load literacy
- Promote age-appropriate, child-friendly, and stigma-sensitive communication approaches

4. Community Mobilisation and Stakeholder Engagement

- Mobilise communities for outreach events, dialogues, and support group activities
- Support implementation of caregiver engagement sessions and community dialogues
- Build and maintain positive working relationships with:
 - Community structures
 - Schools and educators
 - ECD centres and creches
 - Clinics and healthcare workers
 - Community leaders
 - Faith-based organisations
 - Civil society organisations and outreach teams
- Promote collaboration between community structures and health facilities to strengthen referral systems and service uptake

5. Data Collection and Reporting

- Accurately complete program tools, registers, referral forms, and attendance records
- Support paper-based and digital data collection processes
- Submit daily, weekly, and monthly activity reports
- Maintain confidentiality and secure handling of program information
- Support the monitoring and tracking of referrals and follow-up outcomes

6. Team Participation and Program Support

- Participate in team meetings, supervision sessions, and program review meetings
- Support the implementation of community campaigns and special events
- Work collaboratively with program coordinators, outreach teams, clinics, and consortium partners
- Perform additional community program duties as required

Minimum Requirements

- Grade 12 / Matric
- Certificate in:
 - Community Health Work
 - HIV Counselling
 - Social Auxiliary Work
 - Home-Based Care
 - Or related field will be advantageous

Experience and Competencies

- Minimum 1 year experience in:
 - Community outreach
 - HIV programmes
 - Public health programs
 - Community mobilisation
 - Home-based care
 - NPO/community-based work
- Demonstrated good working relationships with community structures and local stakeholders
- Good communication and interpersonal skills
- Ability to work respectfully with children, caregivers, and vulnerable communities
- Ability to speak local languages relevant to the communities served
- Basic report writing and administrative skills
- Ability to work independently and within multidisciplinary teams

Added Advantages

- Experience working in paediatric HIV or TB programs
- Experience with community tracing and referral systems
- Familiarity with Centurion/Pretoria or Ekurhuleni communities
- Basic digital literacy and smartphone usage
- Existing relationships with local clinics, schools, ECD centers, and community structures
- Understanding local language/s

Key Personal Attributes

- Compassionate and community-oriented

- Professional and respectful
- Good listening and communication skills
- Reliable and accountable
- Ability to maintain confidentiality
- Passion for improving child and adolescent health outcomes

Application Requirements

Interested candidates should submit:

- CV (not more than 3 pages)
- Certified qualifications (not more than 3 months)
- Certified copy of ID (not more than 3 months)
- Motivational letter

Applications should be sent to: operations@hivspn.org

Closing Date: 05 June. Only shortlisted candidates will be contacted.

HSPN reserves the right not to appoint.

Preference may be given to candidates who can provide a valid police clearance or demonstrate suitability to work with children and vulnerable populations.