



SOCIAL AND BEHAVIOUR CHANGE CAPACITY BUILDING AND SYSTEMS STRENGTHENING SPECIALIST

Reports to: Deputy Chief of Party (DCOP)

Duty station: Nairobi, Kenya

Ref: CBCC AFRICA_HRU_SSS_Q42024

Background

CBCC Africa is a Kenyan organization committed to delivering locally driven, comprehensive Social and Behaviour Change (SBC) solutions across diverse sectors through evidence-based programming, innovative approaches, and strengthened partnerships. With proven expertise in SBC program design, planning, implementation, evaluation, training, capacity building, and research, we are dedicated to transforming communities and fostering lasting societal change. Our work contributes to advancing SBC policy and practice in Kenya and across Africa, driving meaningful and sustainable impact.

Role Summary

We are seeking to recruit an SBC Capacity Building and Systems Strengthening Specialist for an anticipated 5-year Social Behaviour Change (SBC) Activity. This initiative aims to support individuals, households, and communities in adopting priority health behaviors through evidence-based SBC interventions in Malaria, Family Planning and Reproductive Health, Maternal, Newborn and Child Health (FP/RMNCAH), Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), HIV and Global Health Security (GHS). This activity will identify and address individual, social and structural factors influencing health behaviours, use evidence-based design and learning, strengthen government systems and structures to improve coordination, collaboration and learning for SBC initiatives as well as strengthen technical capacity at individual, organizational and systems level to effectively design, implement and monitor SBC interventions.

The **SBC Capacity Building and Systems Strengthening Specialist** plays a key role in enhancing the technical capacity needed to design, implement, and monitor Social and Behaviour Change (SBC) interventions across individual, organizational, and systemic levels. This position focuses on strengthening the Government of Kenya's (GOK) structures, systems and structures to improve SBC coordination, collaboration and learning. A critical part of the role involves developing and implementing an SBC learning ecosystem in collaboration with the Department of Health Promotion and Education (DHPE) and Service Delivery Implementing partners. The specialist also fosters strategic partnerships and collaboration among government agencies, development partners, and the private sector to build a sustainable SBC capacity legacy that ensures long-term impact

Key Responsibilities

- 1. Strengthening SBC Capacity for Implementing Partners, National and Sub-National Government Partners to design, implement, and monitor SBC interventions at individual, organizational, and systems levels**
 - Assess, design, and implement tailored technical capacity-building initiatives for service delivery implementing partners and government to enhance their ability to design, execute, and monitor SBC interventions effectively.
 - Conduct comprehensive training and capacity needs assessments to inform the development of an SBC capacity-building plan and customised SBC training package.
 - Develop and lead skills-building training programs for executives and practitioners within service delivery implementing partners focusing on improving their expertise in implementing SBC initiatives.
 - Collaborate with both national and sub-national GOK relevant health partners and providers to strengthen their technical oversight and implementation of SBC interventions.
 - Develop and implement a roadmap for post training and continuous learning to enhance program sustainability.
 - Establish a system for monitoring and reporting effectiveness of SBC capacity building interventions ensuring alignment with best practices, adaptive management and continuous improvements.
 - Lead efforts to institutionalize SBC capacity strengthening approaches to include expanding SBC training programs to academic institutions, creating a mentorship program and supporting professionalization of SBC.
- 2. Strengthening GOK Systems and Structures for improved SBC coordination, collaboration and learning for SBC interventions**
 - Assess, develop and implement strategies to enhance frameworks and systems for SBC coordination at both national and sub-national levels.
 - Work closely with DHPE to facilitate harmonization efforts in MOH to ensure streamlined implementation of SBC interventions across relevant health programs.
 - Facilitate Intra MOH behaviour led integration forums to promote unified implementation across key health programs.
 - Facilitate development of Intra MOH behaviour integration plan, integrated SBC campaign and toolkits ensuring alignment with national priorities.
 - Strengthen Health Promotion and Advisory Committees (HPACs) to facilitate knowledge, learning exchanges and uptake of SBC evidence among different stakeholders.
 - Strengthen SBC coordination structures and response for Global Health Security emergency disease outbreaks and prevention of Antimicrobial Resistance (AMR), Infection Prevention Control (IPC) and Zoonotic diseases.
 - Provide strategic leadership in the development and execution of an SBC public-private mix and action plan, ensuring alignment with national priorities and expanding private sector engagement to support the scale-up of SBC interventions. Oversee the establishment of partnerships with private sector entities to enhance SBC service delivery, reduce operational costs, and extend the reach of SBC effort.

- Offer technical support and guidance to stakeholders in building effective public-private partnerships. Facilitate collaboration between government agencies, SBC service delivery partners, and private sector actors to leverage their expertise and resources for expanding SBC intervention coverage and improving implementation efficiency.

3. Other Duties

- Provide support for other SBC programming needs of the project as they arise, adopting a collaborative "one team" approach.
- Participate in the Technical Advisory Committee (TAC) and the Project Implementation Team (PIT).
- Perform other related duties as assigned by the Deputy Chief of Party or project leadership.

Qualifications

- Bachelor's degree in public health, Social Sciences, Education, Policy Development, Education, or a related field. A master's degree will be an added advantage.

Key competences and experience

- 12 years of experience in SBC programming with focus on capacity building, systems strengthening, policy development.
- Expertise in designing and facilitating SBC interventions across multiple health sectors.
- Excellent communication and partnership-building abilities to engage with diverse stakeholders, including MOH, development partners, county health officials and private sector.
- Experience in leading large-scale capacity-building programs, including TOTs, Practitioners, Providers, Executive trainings and community trainings.
- Knowledge of Kenya's health systems and familiarity with SBC-related policies and frameworks.
- Ability to develop strategic roadmaps for technical assistance and continuous learning.
- Strong analytical and facilitation skills for conducting program reviews and learning exchanges.
- Experience implementing programs related to Malaria, Family Planning and Reproductive Health, Maternal, Newborn and Child Health (FP/RMNCAH), Water, Sanitation and Hygiene (WASH), Menstrual Hygiene Management (MHM), HIV and Global Health Security (GHS).
- Proven leadership and team management skills.

Child safeguarding and PSEA commitments

CBCC Africa maintains a strict zero-tolerance policy toward all forms of sexual exploitation and abuse. The organization treats all reports involving exploitation or abuse against children and vulnerable adults with utmost seriousness. CBCC Africa has implemented safeguarding policies that establish clear expectations, a code of conduct, and responsibilities for its personnel, including staff, consultants, volunteers, and interns. All individuals associated with the organization are required to adhere strictly to these guidelines to ensure the safety and dignity of vulnerable population.

How to apply

If you would like to join the CBCC Africa team, please complete the form on this link [SBC Capacity Building and Systems Strengthening Specialist](#).

All applicants must provide at least three professional references, who are not family members or relatives, with current telephone contacts and email addresses. The references must be able to provide substantive information about your past performance and abilities.

Please note CBCC Africa does not require applicants to pay any money at whatever stage of the recruitment and selection process and has not retained any agent in connection with recruitment. Our vacancy notices may appear in different job boards; however, all open vacancies are published on our website under the Opportunities page and on our official social media pages. Kindly also note that official emails from CBCC Africa are from hr@centreforbcc.com address.

The closing date for submitting applications is November 13th, 2024 at 5 p.m. (East African Time). Only shortlisted candidates will be contacted.