



## **SOCIAL AND BEHAVIOUR CHANGE COORDINATOR**

**Reports to:** Social and Behaviour Change Specialist

**Duty station:** County based position

**Ref:** CBCC AFRICA\_HRU\_BCO\_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 Coordinator** 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 Coordinator** will support the implementation of Social and Behaviour Change (SBC) interventions by working closely with county health teams, service delivery partners (SDPs), and other stakeholders. The role focuses on facilitating the adoption of targeted SBC strategies that align with national priorities and ensure optimal behavioral outcomes. The coordinator will provide operational support for co-planning, co-monitoring, and co-implementation of SBC activities while assisting with data tracking, stakeholder engagement, and capacity building efforts.

### **Key responsibilities**

- 1. Coordinate the development and implementation of targeted SBC interventions, ensuring alignment with established best practices and national and county priorities.**
  - County SBC Implementation Plans Coordination: Collaborate with Malaria, HIV, FP/RMNCAH, and GHS priority counties, along with Service Delivery Partners (SDPs), to coordinate the design and implementation of County SBC plans addressing priority behaviors at individual, social, and structural levels. Ensure that interventions are tailored

to meet the needs of priority audiences, including Adolescents and Young People (AYP), while aligning with national strategies, policies, and frameworks.

- Evidence-Based Strategy Implementation: Coordinate the use of data and evidence to identify and prioritize key audiences within focus counties, ensuring that interventions are designed to address the most critical behavioral challenges effectively.
- Integration into County Workplans: Facilitate the integration of priority behaviors and SBC interventions into county-level work plans. Provide operational support and guidance to ensure the seamless inclusion of SBC strategies within ongoing health programs and county activities.
- Stakeholder Coordination and Engagement: Coordinate with county health teams, SDPs, and other stakeholders to foster collaboration, alignment, and continuous engagement. Maintain adherence to national guidelines and frameworks through regular communication and joint planning efforts.
- SBC County GHS Coordination: Coordinate the implementation of SBC frameworks and response mechanisms in targeted counties, focusing on GHS priorities such as preparedness for disease outbreaks, Antimicrobial Resistance (AMR), Infection Prevention and Control (IPC), and zoonotic diseases. This role involves collaborating with GHS partners ensuring alignment with national guidelines
- Monitoring and Measurement of SBC Progress: Oversee the tracking of SBC plan implementation across focus counties. Provide regular progress updates, identify and address operational challenges, and recommend iterative improvements to optimize intervention outcomes

**2. Coordinate the reinforcement and enhancement of existing SBC and service delivery interventions to align with national, county, and project priorities.**

- Coordinate the mapping and identification of existing SBC interventions that require strengthening or scaling, working with service delivery partners to develop plans for reinforcing SBC efforts and integrating them into ongoing service delivery programs.
- Facilitate the strengthening of SBC and service demand by leveraging the Circle of Care model to align SBC messaging with service delivery touchpoints, ensuring improved uptake and adherence to health outcomes.
- Coordinate the implementation of evidence-based provider behaviour change interventions, ensuring alignment with program goals.
- Organize mentorship and training sessions for practitioners, service providers, community health promoters, and stakeholders, focusing on SBC integration and the effective use of tools and resources to support continuous improvement of SBC interventions.

**3. Coordinate the testing, piloting, and scaling of innovative SBC interventions through participatory design processes, working closely with the Government of Kenya (GoK), counties, and service delivery partners (SDPs) to ensure seamless collaboration and effective implementation.**

- Coordinate the Mapping and Identification of Innovations: Facilitate consultative processes with GoK, counties, and SDPs to collaboratively map and identify promising SBC innovations for testing.
  - Support Prototype Development and Iterative Testing: Collaborate in applying Human-Centered Design (HCD) and Behavioural Economics (BE) methodologies to develop, pilot, and test prototypes targeting gateway behaviors, ensuring continuous feedback and iterative improvements with key stakeholders.
  - Manage Scaling of Existing Solutions: Coordinate the scale-up of existing HCD and BE solutions, identifying and facilitating opportunities to replicate successful SBC interventions across new focus areas and counties.
  - Monitor Progress, Learning, and Documentation: Track and document the progress and effectiveness of piloted interventions, using feedback for data-driven improvements, and compile lessons learned and best practices to guide future scale-up and replication efforts
4. **Coordinate County Intra-MOH and SDP Integration Forums:** Facilitate behavior-led forums to ensure the harmonization and integrated implementation of SBC strategies across targeted health programs.
  5. **Facilitate Engagement with Health Promotion and Advisory Committees (HPACs):** Collaborate with HPACs to coordinate knowledge exchange, learning sessions, and the dissemination of SBC evidence among key stakeholders.
  6. **Coordinate County SBC Capacity Building Initiatives:** Organize and oversee county-level training, mentorship, and coaching programs to strengthen SBC capacity among practitioners, service providers, and stakeholders.
  7. **Monitor and Document Program Progress:** Coordinate program monitoring, data collection, and learning processes, ensuring timely reporting of interventions, success stories, lessons learned, and best practices to inform continuous improvement.
  8. **Supervise and Mentor SBC Staff:** Provide regular supervision, mentorship, and performance evaluations to SBC Officers, supporting their professional growth and ensuring alignment with program goals.
  9. **Other Duties**
    - Provide support for other SBC programming needs of the project as they arise, adopting a collaborative "one team" approach.
    - Perform other related duties as assigned by the SBC Specialist or project leadership.

### **Qualifications**

- Bachelor's degree in public health, Social Sciences, or a related field. Masters will be an added advantage

### **Experience**

- Proven experience at least 7 years coordinating and supporting the implementation of SBC programs, preferably within donor-funded settings.

- Demonstrated ability to manage operational aspects of SBC initiatives, ensuring alignment with program goals and compliance with donor and government frameworks.
- Experience coordinating activities across multiple health areas, including Malaria, Family Planning and Reproductive Health, Maternal, Newborn and Child Health (FP/RMNCAH), WASH, Menstrual Hygiene Management (MHM), HIV, and Global Health Security (GHS).
- Ability to build and maintain strong partnerships with key stakeholders, such as the Ministry of Health (MOH), county health officials, service delivery partners, and development partners.
- Familiarity with Kenya's health systems, SBC-related policies, and national frameworks, with a focus on integrating SBC strategies into county health work plans.
- Expertise in developing and operationalizing county-level SBC plans and roadmaps for technical assistance and adaptive learning.
- Strong operational and facilitation skills to coordinate program reviews, stakeholder engagement forums, and learning exchanges.
- Experience managing logistical, monitoring, and reporting tasks to ensure the seamless coordination and continuous improvement of SBC interventions.

#### **Key competences**

- **Leadership:** Proven experience managing and mentoring field-based teams.
- **Communication:** Excellent organisational and communication skills, with the ability to manage multiple priorities and meet deadlines.
- **Collaboration:** Ability to work collaboratively with community-based structures, multisectoral teams, and government partners.

#### **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 Coordinator](#)

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](mailto:hr@centreforbcc.com) address.

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