



## **SOCIAL AND BEHAVIOUR CHANGE (SBC) OFFICER**

**Reports to:** SBC Coordinator

**Duty station:** County based position

**Ref:** CBCC AFRICA\_HRU\_BCF\_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 SBC Officers 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 County Officer** will implement Social and Behaviour Change (SBC) interventions by working directly with county health teams, service delivery partners (SDPs), and other stakeholders. This role focuses on executing targeted SBC strategies aligned with national priorities to achieve desired behavioral outcomes. The officer will actively participate in the co-planning, co-monitoring, and co-implementation of SBC activities, ensuring smooth program operations. Additionally, the role involves tracking data, engaging with stakeholders, and facilitating capacity-building initiatives to strengthen SBC efforts at the county level.

### **Key Responsibilities**

- 1. Coordinate and implement targeted SBC interventions at the county level, ensuring alignment with best practices and national and county health priorities**

- Coordination of SBC Implementation Plans: Collaborate with Malaria, HIV, FP/RMNCAH, and GHS priority counties, along with Service Delivery Partners (SDPs), to design and implement County SBC plans. Focus on addressing priority behaviors at individual, social, and structural levels, tailoring interventions to meet the needs of priority audiences, including Adolescents and Young People (AYP), and aligning with national strategies and frameworks.
  - Implementation of Evidence-Based Strategies: Utilize data and evidence to identify and prioritize key audiences within focus counties. Ensure interventions effectively target the most critical behavioral challenges.
  - Integration into County Workplans: Support the incorporation of priority behaviors and SBC strategies into county-level work plans. Provide operational guidance to ensure seamless inclusion of SBC interventions into ongoing health programs and activities.
  - Stakeholder Coordination and Engagement: Engage with county health teams, SDPs, and other stakeholders to ensure continuous collaboration and alignment. Maintain adherence to national guidelines through regular communication and joint planning sessions.
  - SBC County GHS Coordination: Support 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: Track the implementation of SBC plans across focus counties. Provide timely updates on progress, address operational challenges, and recommend improvements to enhance intervention outcomes.
- 2. Coordinate efforts to strengthen and improve existing SBC and service delivery interventions, ensuring they align with national, county, and project priorities working closely with service delivery partner and Gok**
- Mapping and Strengthening SBC Interventions: Coordinate the identification and mapping of existing SBC interventions in collaboration with service delivery partners, developing plans to reinforce and integrate them into ongoing service delivery programs.
  - Enhancing SBC and Service Demand: Facilitate the use of the Circle of Care model to align SBC messaging with service delivery touchpoints, ensuring improved uptake and adherence to health outcomes within the county.
  - Provider Behavior Change Implementation: Coordinate the delivery of evidence-based provider behavior change interventions to align with program objectives and improve service delivery outcomes.
  - Mentorship and Training Coordination: Organize mentorship, coaching, and training sessions for practitioners, service providers, community health promoters, and

stakeholders, focusing on SBC integration and the use of relevant tools and resources to enhance intervention effectiveness.

3. **Directly implement the testing, piloting, and scaling of innovative SBC interventions using participatory design processes, working hands-on with the Government of Kenya (GoK), counties, and service delivery partners (SDPs) to ensure smooth collaboration and effective execution at the ground level.**
  - Implement the Mapping and Identification of Innovations: Actively engage with GoK, counties, and SDPs to map and identify promising SBC innovations for testing through consultative processes on the ground.
  - Facilitate Prototype Development and Iterative Testing: Apply Human-Centered Design (HCD) and Behavioral Economics (BE) methodologies to develop, pilot, and test prototypes targeting gateway behaviors, gathering continuous feedback and making real-time improvements in collaboration with stakeholders.
  - Lead the Scaling of Existing Solutions: Directly coordinate the scale-up of existing HCD and BE solutions, identifying opportunities for replication and expanding successful SBC interventions across new focus areas and counties.
  - Track Progress, Learning, and Documentation: Monitor the implementation of piloted interventions, document progress and outcomes, use feedback to make data-driven adjustments, and compile lessons learned and best practices to inform future scaling and replication efforts.
4. **Facilitate County Intra-MOH and SDP Integration Forums:** Implement behavior-led forums at the county level to promote harmonization and integrated implementation of SBC strategies across key health programs.
5. **Collaborate with Health Promotion and Advisory Committees (HPACs):** Engage with HPACs to coordinate knowledge exchange, learning sessions, and disseminate SBC evidence among key stakeholders for improved program outcomes.
6. **Implement County SBC Capacity Building Initiatives:** Organize and conduct training, mentorship, and coaching programs for practitioners, service providers, and stakeholders to strengthen SBC capacity and ensure effective program delivery.
7. **Monitor and Document Program Progress:** Support data collection, program monitoring, and learning processes, ensuring timely reporting of interventions, success stories, lessons learned, and best practices to guide continuous improvements
8. **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 Coordinator or project leadership.

### **Qualifications**

- Bachelor's degree in public health, Social Sciences, Communication or a related field

## **Experience**

- At least 5 years of hands-on experience supporting the implementation of SBC programs, preferably in donor-funded environments.
- Demonstrated ability to coordinate the operational aspects of SBC activities, ensuring they align with program objectives and adhere to donor and government frameworks.
- Experience working 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 effective working relationships with key stakeholders, including county health officials, Ministry of Health (MOH) representatives, service delivery partners, and other development partners.
- Familiarity with Kenya's health systems, SBC policies, and national frameworks, with practical experience in integrating SBC strategies into county-level work plans.
- Experience in contributing to the development and operationalization of SBC plans and roadmaps, ensuring effective implementation and continuous learning at the county level.
- Strong facilitation skills to support program reviews, stakeholder engagement meetings, and knowledge-sharing forums.
- Experience managing logistical tasks, tracking progress, and supporting monitoring and reporting processes to ensure smooth implementation and improvement of SBC interventions.

## **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 Officer](#)

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.