



SOCIAL AND BEHAVIOUR CHANGE SPECIALIST

Reports to: Deputy Chief of Party (DCOP)

Duty station: County Based Position

Ref: CBCC AFRICA_HRU_BCS_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 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 Specialist** is responsible for providing technical leadership and oversight for the Social and Behaviour Change (SBC) ensuring that the individual, social and structural factors that influence priority health behaviours are identified and addressed. This role ensures continuous learning, adaptive management, strategic collaboration and systems thinking since individual behaviour is likely to be sustained when supported by social and structural change. It ensures effective and efficient county co-planning, co-implementation and co-monitoring of targeted SBC interventions informed by SBC best practices. This role also focuses on improving service demand, sustaining client engagement, enhancing provider behaviors through reinforcement and enhancement of existing SBC and service delivery interventions. It also focuses on identifying, developing, and refining interventions for potential scale-up and replication. Overall, it will promote collaboration and shared understanding across program areas, emphasizing behavior-led approaches that help identify and prioritize key gateway behaviors, ensuring optimal resource allocation.

Key Responsibilities

- 1. Oversee the development and implementation of targeted SBC interventions, ensuring they are aligned with established best practices in SBC and aligned with national and county priorities.**
 - County SBC implementation plans: Oversee the collaboration with Malaria, HIV, FPRMNCAH, GHS priority counties, as well as Service Delivery Partners (SDPs), to design and implement County SBC implementation plans that address priority behaviours at the individual, social and structural level. Ensuring interventions are effectively tailored to address the needs of priority audiences and behaviours as well as Adolescents and Young People (AYP). Aligning with national strategies, policies, and frameworks to promote integration and coherence with broader health initiatives.
 - Evidence informed strategies: Ensure utilization of available data and evidence to identify and prioritize key audiences in each focus county ensuring that the project interventions are tailored to address the most critical behavioural challenges within the priority areas.
 - Integration into County workplans: Support the integration of the priority behaviors and SBC interventions into county-level work plans and provide technical guidance to ensure the seamless inclusion of SBC strategies into county health programs and ongoing activities.
 - Stakeholder coordination: Work closely with county health teams, service delivery partners, and other key stakeholders to foster collaboration and alignment through regular engagement to maintain adherence to national guidelines and frameworks.
 - County GHS SBC implementation oversight: Oversee the strengthening of SBC coordination frameworks and response mechanisms at the county level to address GHS, including preparedness and response for disease outbreaks, Antimicrobial Resistance (AMR), Infection Prevention and Control (IPC), and zoonotic diseases. This role collaborates with GHS partners ensuring alignment with national guidelines.
 - SBC measurement: Track the progress of SBC plan implementation across the focus counties and provide regular updates while identifying and addressing implementation challenges, recommending iterative improvements where necessary.
- 2. Oversee the reinforcement and enhancement of existing SBC and service delivery interventions to ensure alignment with national, county and project priorities.**
 - Reinforcement of SBC interventions: Lead the mapping and identification of existing SBC interventions that require strengthening or scaling. Collaborate with service delivery partners to develop plans for reinforcing SBC and service delivery efforts and integration of SBC strategies into ongoing service delivery programs.
 - SBC and Service demand strengthening: Build on the Circle of Care model to enhance service demand and reinforce behaviour change activities while ensuring SBC messaging aligns with service delivery touchpoints to improve uptake and adherence to targeted health outcomes.
 - Provider behaviour change: Guide the implementation of evidence informed provider behaviour change interventions.

- Mentorship and training: Oversee the mentorship and on the job training to practitioners, service providers, community health promoters and stakeholders on SBC integration, use of tools and resources to support continuous improvement of SBC interventions.
3. **Lead the testing, piloting, and scaling of innovative SBC interventions, using participatory design processes, in collaboration with the Government of Kenya (GoK), counties, and service delivery partners (SDPs).**
 - Mapping and Identification of Innovations: Facilitate a consultative process with GoK, counties, and SDPs to map and identify promising SBC innovations for testing.
 - Prototype Development and Iterative Testing: Collaborate in applying Human-Centered Design (HCD) and Behavioural Economics (BE) methodologies to develop prototypes targeting agreed-upon gateway behaviors, piloting and testing with key stakeholders, gathering feedback to iterate and improve interventions.
 - Scaling existing solutions: Oversee the scale up of existing HCD and BE solutions and identify opportunities to replicate successful SBC interventions across new focus areas and counties.
 - Monitoring, Learning and documentation: Monitor the progress and effectiveness of piloted interventions, using feedback to make data-driven improvements and document lessons learned and best practices to inform future scale up efforts and ensure replicability.
 4. Oversee county Intra MOH and SDP behaviour led integration forums to promote harmonization and integrated implementation across targeted key health programs.
 5. Support county Health Promotion and Advisory Committees (HPACs) to facilitate knowledge, learning exchanges and uptake of SBC evidence among different stakeholders.
 6. Support county level SBC capacity building including training, mentorship and coaching initiatives for practitioners and providers.
 7. Support program monitoring, learning and documentation of interventions, generation of timely reports, documentation of success stories, lessons learned, and best practices to inform program improvement.
 8. Supervise and mentor SBC Coordinators and officers, providing regular feedback and performance evaluations.
 9. **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, or a related field. A Master's degree is preferred.

Experience

- A minimum of 12 years' experience in designing, managing, and overseeing SBC programs, with a focus on donor-funded initiatives.
- Extensive experience providing technical assistance and collaborating with government bodies, service delivery partners, and other stakeholders to enhance program impact.
- Expertise in designing, implementing, and providing strategic guidance for SBC interventions across multiple health areas, including Malaria, Family Planning and Reproductive Health (FP/RMNCAH), Maternal and Child Health, WASH, Menstrual Hygiene Management (MHM), HIV, and Global Health Security (GHS).
- Proven ability to build and foster partnerships with key stakeholders such as the Ministry of Health (MOH), county health officials, and development partners to ensure alignment with national strategies.
- In-depth knowledge of Kenya's health systems, SBC-related policies, and frameworks to provide context-driven technical assistance and program oversight.
- Demonstrated capacity to develop strategic county SBC plans and roadmaps, ensuring seamless technical assistance, monitoring, and adaptive learning.
- Strong analytical and facilitation skills to lead program reviews, stakeholder learning exchanges, and continuous quality improvement processes.
- Experience in overseeing SBC program documentation, reporting, and learning efforts, with a focus on sustainability and potential scaling across health sectors.

Key competences

- Leadership: Strong leadership and management skills with experience supervising teams.
- Collaboration: Ability to work collaboratively with government agencies, local organisations, and development partners.
- Familiarity with Kenya's health policies, frameworks, and county-level implementation structures

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 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.