



Position Title: Technical Advisor – Care and Treatment (1 position)

Reports to:	Director of Clinical Services
Supervises:	Technical Officer – Care and Treatment (1), Technical Officer – Pediatrics & PMTCT (1), and Technical Officer – Linkage & Retention (1)
Employment Type:	Full-time
Job Location:	Dar es Salaam
Travel:	Up to 30% in intervention districts outside of job location

Overall Job Function:

The Technical Advisor – Care and Treatment is a critical member of the central technical team, responsible for providing comprehensive technical and managerial oversight for the project’s HIV care and treatment services. In close collaboration with the Director of Clinical Services, the Advisor ensures the effective planning, execution, and monitoring of interventions across both community and facility settings. This role involves leading the development and implementation of innovative, evidence-based approaches to improve service delivery, while ensuring program objectives align with the overall project goals. The Technical Advisor plays a key leadership role in managing the care and treatment portfolio, which includes adult and pediatric HIV care, linkage and retention services, prevention of mother-to-child transmission (PMTCT), cervical cancer prevention (CECAP), and post-gender-based violence (GBV) care. The position is responsible for supervising a team of technical officers and providing guidance to regional teams to ensure high-quality service delivery. In addition to technical guidance, the Advisor is tasked with overseeing work plans, ensuring timely and efficient implementation of activities, and continuously monitoring performance to drive improvements. The role demands strong leadership, the ability to manage complex and multi-faceted portfolios, and a commitment to integrating innovative solutions into routine care and treatment practices to maximize program impact.

Specific Responsibilities:

- Provide technical oversight of care and treatment interventions, ensuring alignment with programmatic, financial, and administrative goals while adhering to ICAP and donor policies.
- Oversee the planning and timely execution of program activities, including capacity building, site visits, support to regional teams, and progress reporting in line with program objectives.
- Define, communicate, and oversee adult and pediatric HIV care, linkage and retention services, PMTCT, cervical cancer prevention (CECAP), and post-gender-based violence (GBV) care across supported sites.
- Support regional teams in developing and monitoring activity plans to meet HIV care and treatment targets, including addressing HIV-related comorbidities and linking PLHIV to prevention and support programs.
- Ensure adherence to national and international standards, guidelines, and best practices in program implementation.
- Lead strategic supervision and monitoring visits to ensure program quality and compliance.



- Supervise and mentor technical officers, ensuring high-quality program implementation and supporting their professional development.
- Lead efforts to scale up innovative HIV care models and integrate evidence-based research into program strategies.
- Represent the project in technical discussions with government bodies, donors, and stakeholders to ensure collaboration, coordination, and compliance with guidelines.
- Collaborate with the M&E team and technical staff to perform routine data analyses and translate findings into actionable improvement strategies.
- Lead the documentation and dissemination of lessons learned and success stories to communicate program achievements to donors and stakeholders.
- Monitor the availability and uptake of key health services, including NCDs, mental health, nutrition, and immunization to enhance treatment adherence and viral suppression.
- Perform any other tasks as assigned by supervisor.

Qualifications, Experience and Key Attributes:

- **Required Education:** Medical degree (MD, MBBS, or equivalent)
 - **Preferred:** Additional master's degree or higher in: Public Health, Epidemiology, Biostatistics, or related discipline.
- **Required Technical Experience:** Minimum 6 years' work experience in HIV field with a donor-funded organization, including demonstrated experience and knowledge working with community- and facility-based care and treatment programs. Must have at least 4 years' experience in facility-based care and treatment programs.
 - **Preferred:** Familiarity with current PEPFAR-funded HIV care and treatment practice in Tanzania.
- **Required Managerial Experience:** Minimum 3 years direct supervision of a multidisciplinary team in technical areas relevant to this position. Demonstrated ability to lead and work with diverse teams – including administrative, operations, finance and technical – as well as ability to support indirect reports such as region-based teams.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Word, and PowerPoint at minimum; preferred proficiency with statistical software such as STATA, SAS and R).
- Strong problem-solving skills and ability to take initiative.
- Flexibility to work after normal work hours and on weekends
- Flexibility for significant travel outside of duty station.

To apply please visit: <https://icapacity.icap.columbia.edu/en-us/listing>