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Approved
MAR 13/7/2026



Vacancy notice

Advert opens 13th July 2026

Introduction

Cordaid is a Dutch, international non-governmental organization which combines 100 years of experience and expertise in emergency aid and structural poverty eradication. Cordaid believes in a world without poverty and exclusion. We strive for a just and sustainable society where every person counts. We stand for knowledge and talent sharing between North and South, between farmers and businesses, between activists and policymakers. Where poverty, conflict and exclusion tear up societies, we connect people and communities. We also stand for professionalism, expertise, and solidarity across borders, to make a difference where it is most needed. Together with more than 600 partner organizations in Africa, Asia, the Middle East and Latin America we structurally improve the living conditions of the poorest and most excluded populations - the bottom billion.

Cordaid has been active in South Sudan for more than 20 years, with a strong focus on civil society capacity-building. Currently it has programs in the area of Emergency Response, DRR, Health, Food Security, Security & Justice, Women Leadership and Investments.

Presently, Cordaid is expanding its program in different parts of the country. For that purpose, additional capacity is required. Therefore, Cordaid South Sudan would like to recruit for the position of **HIV Specialist**.

Position: HIV Specialist

Based Location: Juba and Roving

Number of positions: One (1)

Reporting Lines:

- Reports to the TB/HIV Project Manager

Purpose of the position

The HIV Specialist will champion evidence-based interventions across the HIV care continuum through data-driven continuous quality improvement (e.g., MER, MPR, SIMS). As a senior technical advisor, the incumbent will provide expertise in reproductive, maternal, newborn, child, and adolescent health (RMNCAH), emphasizing HIV/TB prevention, care, and treatment. Responsibilities include developing innovative approaches for integrated HIV services (including pediatric/nutrition support), advising national stakeholders (MOH, implementing partners), and advocating for high-quality care for HIV-affected children, adults and families. The role requires close collaboration with National Ministry of Health, Project Managers,



technical teams, Zonal Supervisors, State MOH, and partners to ensure project alignment with national policies.

Key accountabilities and Responsibilities

- Provide technical mentorship for pediatric/adult HIV/TB services at state, county, and facility levels.
- Document best practices and lead continuous quality improvement (CQI) initiatives.
- Represent Cordaid at national HIV Technical Working Group (TWG) meetings.
- Implement equitable service-delivery strategies for priority populations (children, pregnant/breastfeeding women, adolescents, hard-to-reach groups).
- Scale differentiated service-delivery models to enhance clinic efficiency, ART retention, and care quality.
- Support community-based ART distribution and health worker dispensation.
- Develop monitoring frameworks for newly diagnosed patients (pediatric/adult), advanced HIV disease, viral non-suppression, and co-treatment (TB/NCDs).
- Strengthen partnerships with NAC/MOH, TWGs, NGOs, and stakeholders for integrated care.
- Ensure UNDP Global Fund compliance (SOPs, internal controls, administrative standards).
- Present program outcomes to internal/external audiences as required.
- Design initiatives to achieve >95% ART retention and viral suppression rates.
- Develop/update clinical strategies, guidelines, training curricula, SOPs, and job aids.
- Provide technical assistance across the HIV care cascade, focusing on key populations.
- Lead CQI programs to optimize care utilization, retention, and viral load monitoring.
- Address gender/stigma barriers and integrate services with prevention/support activities.
- Build capacity of MOH, county managers, and health workers in HIV/TB quality improvement.
- Conduct site mentorship to analyze care processes and implement evidence-based improvements.
- Support data management for CQI projects and operational research.
- Guide state/county teams on work plan development and ART accreditation.
- Contribute to Cordaid-UNDP annual planning/budgeting for ART services.
- Coordinate technical reporting and disseminate best practices in PMTCT/care.
- Perform supervisor-assigned duties.



Qualifications, Skills and Experience:

- Essential: MBChB/MBBS or equivalent medical degree.
- Preferred: Master's in public health; certifications in Project Management and HIV/OI management.
- Experience:
 - 10+ years in clinical HIV/AIDS and TB care, including adult/pediatric ART.
 - 10+ years implementing HIV programs (minimum 5 years in care/treatment, retention strategies, recency testing).
 - Proven capacity building (training design, technical assistance).
 - Field experience in resource-limited settings and stakeholder collaboration (government, NGOs, multilateral agencies).
- Knowledge:
 - South Sudan HIV/ART, TB, HTS, and PrEP guidelines.
 - Healthcare operations research and proposal development.



- UNDP/Global Fund protocols.
- Skills: Superior interpersonal, written, and verbal communication; analytical rigor.

Further information and how to apply.

Interested and qualifying applicants can submit their application letter including CV in English, copies of birth certificate, National ID and qualification documents, both phone and email contact details of at least 4 professional references, including most recent/current employer/supervisor to the following email hr.southsudan@cordaid.org.

Mention the vacancy reference number position in the subject line on the envelopes.

CSS001/07/26 HIV Specialist.

or

Applications can also be hand delivery at Cordaid Juba office **AFEX RIVER CAMP, Stadium Road, Off Cemetery Road** and Cordaid Juba field office to the attention of the **Human Resource and Administration Manager – Cordaid Juba South Sudan Country Office.**

Deadline for submission is by the **31st July 2026**

Cordaid is an equal opportunities employer and women are strongly encouraged to apply.

Only shortlisted candidates will be contacted.

An integrity check will be part of the recruitment procedure. All applications submitted cannot be returned.

Note that:

Cordaid recognises the right of each individual in particular children and adults at risk with the aim to protect, empower and prevent any abuse and exploitation action against them by implementing the policy on Prevention of Sexual Abuse and Exploitation (PSEA) of the children adults, regardless of gender, race, religion, culture and ability or disability.

(South Sudanese Nationals Only)

