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Healthier Lives Worldwide

Catholic Medical Mission Board

Community Team Lead (CTL) _ Job Advertisement



Position:	Community Team Lead (CTL) (3)
Department	ADVANCING HIV & AIDS EPIDEMIC CONTROL (AHEC)
Duty Station:	Tambura Hospital (1), Source Yubu PHCC (1), Nagero PHCC (1),
Reports To:	Health Facility In-Charge
Opening Date:	7th October 2026
Closing Date	26th October 2026

About CMMB

Catholic Medical Mission Board (CMMB) is an international developmental organization that believes in a world in which every human life is valued, and health and human dignity are shared by all. We believe that access to quality healthcare is a basic human right. For 110 years, we have worked with global partners to deliver locally sustainable, quality healthcare solutions to women, children, and their communities. For further information on CMMB South Sudan, visit our webpage at www.cmmb.org. CMMB has been working in South Sudan for over a decade providing a package of integrated health services to vulnerable populations, redressing issues that affect the health and wellbeing of mothers, children, and newborns. CMMB supports the Ministry of Health (MOH), working with other health partners, to provide: (a) a continuum of care through integrated health services (MNCH, nutrition, WASH, Child Protection and GBV) and health infrastructure strengthening at the community, facility, County and State levels; (b) health workforce capacity strengthening through on the job mentoring and training, as well as leveraging CMMB's international volunteer program; and (c) Health Information System strengthening through transitioning from paper based data collection and reporting to more accurate and timely electronic systems, reproducing and disseminating health registers and training of SMOH data clerks. CMMB also promotes equal access to basic essential medicine through its medical donation program.

Job Summary

The Community Team Lead (CTL) is responsible for coordinating, supervising, and monitoring community HIV services linked to the supported health facility. The incumbent serves as the primary liaison between facility and community teams and ensures implementation of community interventions that strengthen HIV case identification, linkage to treatment, retention in care, PMTCT follow-up, viral suppression, and continuity of HIV services. As required in some facilities, the CTL will directly support HIV case identification and linkage to care (HTS) at the facility.



Key Responsibilities/Essential functions

1. Community HIV Program Coordination

- Coordinate implementation of all community HIV activities within the facility catchment area.
- Serve as the primary focal person to coordinate the continuum of HIV activities from the facility to the community
- Check client's due appointment and provide reminder to clients
- Generate list of clients for tracking by the community team, missed appt, IIT those with high viral load and EID
- Link consenting clients to COW or facility team
- Work with the viral load focal person to ensure that all eligible clients opting for community VL testing are reached and samples are collected
- Ensure community activities are aligned with facility priorities and AHEC objectives.
- Coordinate development and monitoring of community work plans.
- Support implementation of differentiated service delivery models.

2. Supervision and Mentorship

- Provide supportive supervision and mentorship to CHSOs and SMMs.
- Conduct routine field visits to assess service quality and performance.
- Identify capacity gaps and coordinate on-the-job coaching.
- Monitor implementation of action plans and mentorship recommendations.
- Promote teamwork, accountability, and client-centered service delivery.
- Conduct routine performance reviews, coaching, and appraisal of CHSOs and SMMs, ensuring timely completion and submission of performance management documentation.
- Monitor staff performance, implement Performance Improvement Plans (PIPs) where necessary, and provide recommendations to facility leadership regarding staff development, retention, and contract renewal decisions.
- Document and stay updated on best practices in HIV prevention, care and treatment.

3. Community-Facility Linkage and Retention

- Coordinate linkage of newly diagnosed clients to treatment services.
- Where required in each facility, offer HTS, find and link cases to care and treatment
- Oversee community tracing of missed appointments and treatment interruptions.
- Coordinate follow-up of high viral load clients, HIV-exposed infants, and mother-baby pairs.
- Collect list of IIT from data clerk and give community Health service officer to start tracing.
- Strengthening referral and feedback systems between facilities and communities.
- Support implementation of welcome back package services.

4. Performance Monitoring and Quality Improvement

- Review community and facility (where required) HIV performance data routinely.
- Maintain a data repository of all clients linked to every community cadre and/or facility staff
- Monitor achievement of HTS, TX_NEW, TX_RTT, PMTCT, and viral suppression targets.
- Lead community performance review meetings.
- Support implementation of quality improvement initiatives.
- Ensure timely reporting and data reconciliation, including electronic systems, where applicable.



- Prepare and submit activity-based report in coordination with the supervisor

5. Community Engagement and Partnerships

- Engage community leaders, religious leaders, and other stakeholders.
- Support demand creation and stigma reduction activities, including at the health facility, where applicable.
- Promote community ownership of HIV services.
- Strengthen collaboration with community structures and influencers.
- Represent community HIV activities during facility review meetings.
- Plan, organize and facilitate community events and targeted outreach activities

6. Other Duties

- Perform any other duties assigned by the supervisor in support of HIV program implementation and organizational objectives.
- In small volume facilities, perform HTS activities as well

Qualifications and Experience

- Diploma (or higher) in Nursing, Clinical Medicine, Public Health, Community Health, or related field.
- Minimum of three (3) years of experience in HIV programming.
- Experience supervising community health teams is an added advantage.

Skills and Competencies

- Strong leadership and supervisory skills.
- Strong knowledge of HIV prevention, treatment, and retention services.
- Excellent communication and stakeholder engagement skills.
- Ability to analyze, report, and use program data for decision-making.
- Strong organizational and problem-solving skills.
- Proficiency in Microsoft Word, Excel and PowerPoint. The incumbent shall submit a Certificate of Basic Computer Training in fulfillment of this requirement

Languages

- Fluency in English required.
- Knowledge of Arabic and local languages is an added advantage.

Travel Requirements

- Willingness and ability to travel extensively (up to 70% of the time) to support communities.



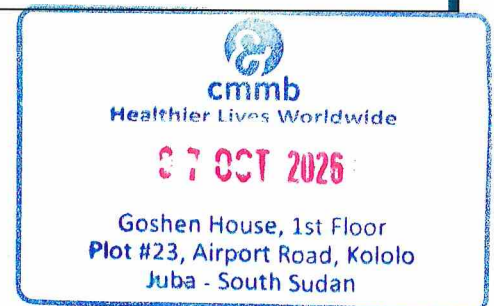
How to apply:

Please submit your CV and covering letter addressed to CMMB South Sudan at the following email address: CMMBSouthSudanjobs@cmmb.org by latest the **26th of October 2026**. Please note that due to the urgent nature of the position, evaluation of application will be on a rolling basis. We encourage qualified female candidates to apply.

Applications can also be **hand delivered** to the address below during working hours between 8.00am and 5.00pm:

CMMB South Sudan, Head Office Goshen House, 1st Floor, Plot #23 Airport Rd Kololo, Juba and Plot 98, Nakpangau, Stadium Road, Yambio

Please note: "CMMB has zero tolerance on Sexual Exploitation, Abuse and Harassment (SEAH), and therefore the successful candidate will be subject to a through SEAH reference check in accordance with CMMB policies. In that regard, please read, sign the self-declaration, and consent form on the last page and return with your application. Please note, your application will not be considered if your signed self-declaration and consent form is not received along with your application."



Catholic Medical Mission Board
Sexual Exploitation, Abuse & Harassment (SEAH)
Self-Declaration & Consent Form

CMMB has zero tolerance on Sexual Exploitation, Abuse and Harassment (SEAH), and therefore the successful candidate will be subject to a through SEAH reference check in accordance with CMMB policies. In that regard, please read and sign the attached self-declaration and consent form and return with your application. Please fill and sign this self-declaration and consent form and return it to CMMB HR with your application. Kindly note that your application will not be considered if your signed self-declaration and consent form is not received along with your application.

I..... hereby declare to the best of knowledge that I have not committed any act of Sexual Exploitation, Abuse and Harassment in my pass employment.

I hereby give my full consent for CMMB to conduct further background check related to SEAH.

Name : _____

Signature : _____

National ID/PP: _____

Date : _____

