



## COACH MPILO SQUAD MANAGER

# JOB DESCRIPTION



## Background - The Coach Mpilo Concept

Men who have HIV and are not on treatment require support to ensure they live a healthy, normal life. Research indicates that men are most likely to take support from another man who has HIV. He would be believable because “He has been there, he knows your ‘pain’” and he is able to share his experience of how ‘easy’ it is to live a normal life.

Simply put - Coach Mpilo is there to provide advice and moral support to men and to ensure that they get onto treatment the right way.

The Coach Mpilo Program aims to improve HIV treatment linkage and retention among men living with HIV by providing personalized peer support from someone who has been there.

*“It takes a man living successfully with HIV to guide and support me through my experience with HIV so that I too can live a healthy normal life.”*

The collection of Coach Mpilo’s operating in a district or region are managed by a Squad Manager

## Characteristics of a Squad Manager

- An HIV positive man who is living openly and positively with HIV and who has been adherent for at least a year.
- A male role model able to stand his ground about his HIV positive status and who fully understands the benefit of adherence to the individual and the community.
- A role model who has empathy with men living with HIV, recognizing the desires, motivations and challenges associated with taking his impilio daily.
- A people person, able to recruit and manage 20 Coaches
- A reliable, problem-solving orientated individual.
- Capacity to be trained as a trainer who will train 20 Coaches

## What is the role of a Squad Manager?

- The Squad Manager’s role is to identify men who would make great coaches.
- He will use the Coach Mpilo Curriculum to train the men to become coaches.
- He will manage a squad of coaches in a defined region.
- The Squad Manager is the main interface between the Coaches and the clinics. This means the Squad Manager must develop a relationship with all the individuals at clinic and district level that will help the Coach Mpilo project succeed.
- He will monitor the performance of the coaches, collecting relevant information on a weekly basis.

- He will be available 24/7 to provide support to his coaches. If a coach cannot find a solution to a player's challenge, he should step in to assist.
- The Squad Manager should manage information received from the coach in order to build a database of challenges/solutions.
- Squad Managers should use each other to troubleshoot problems and work out how to motivate their coaches.
- Squad Managers are custodians of the Coach Mpilo brand and should foster a collegiate atmosphere among all members of the project at all times.

## Core functions:

### 1. Recruiting Coaches from the community.

Identify potential Coaches, interview and select according to Coach Mpilo criteria.

### 2. Training

Train batches of Coaches and ensure they are 'match ready'.

### 3. Managing a minimum of 20 Coaches and the Data received by them

- Ensure that every Coach has marketing materials and the tools to do his job properly. e.g., know how to use cellphone properly.
- Receive, monitor and analyze Coach feedback on a weekly basis; Problem solve issues raised by Coaches and if unable to solve escalate to Project Manager or Implementation partner if necessary.
- Collate and compile 'Coach Mpilo update reports' and send to Project Manager
- Conduct supervision sessions with each Coach every 2 weeks.

Examples of Monthly Reporting items

- Rates of retention,
- Rates of fall out,
- Prominent issues being raised by coaches,
- Prominent issues being raised by 'guys'
- Common solutions being proposed
- New insights into solutions and procedures.

### 4. Managing a minimum of 20 Coaches and the Data received by them

The Squad Manager will liaise with Health Implementation partners and Clinics and facilitate the coach's interactions with them.

### 5. Develop community affiliations

360 degree knowledge of community [Church, Stokvels, Traditional Authorities, Clinics and Health implementors; Sports Clubs; Adherence Groups; etc.]



## Skills required:

- Matric or higher educational qualification
- Comfortable with disclosing HIV status. Must have long-term treatment success.
- At least 3 years working closely with Men, e.g., GBV, HIV, Traditional and Community issues
- Experience working with HIV and Men's health issues
- Proven Leadership Abilities
- Proven Administrative experience
  - Computer skills – Must be able to use Microsoft Office suite [excel and Word] competently.
- Proven experience managing many people
- Good writing and proven reporting skills
- Experience working closely within communities
- Proven self-starter and problem solver
- Understanding potential sensitivities of rolling out community initiatives

