ACHAP seeks to appoint suitably qualified and highly motivated individuals with strong commitment to programme implementation to the following positions:

1. VOLUNTARY MEDICAL MALE CIRCUMCISION DOCTOR (Tenable in Gaborone)
   
   **Qualifications and experience**
   - Experience in VMMC
   - Clinical practice in Health facilities
   - Knowledge of all forms of circumcision
   - Excellent interpersonal communication skills
   - Willingness to work in rural areas
   
   **Roles and responsibilities**
   - Conduct VMMC procedures
   - Ensure proper and consistent use of safety equipment
   - Maintain proper documentation of all VMMC procedures
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

2. VOLUNTARY MEDICAL MALE CIRCUMCISION NURSE (3 positions tenable in Mahalapye, 2 positions in Molopo and 1 position in Gabane)
   
   **Qualifications and experience**
   - Degree in Health Education and Promotion with focus on Social and Behavioural Change Communication (SBCC) strategy and action plan
   - Experience in the implementation and management of VMMC projects
   - Understanding of the Human Rights and Non-Discrimination principles
   - Experience in Community organisation
   - Experience in Communication
   
   **Roles and responsibilities**
   - Conduct VMMC procedures in line with the ACHAP’s guidelines
   - Ensure proper and consistent use of safety equipment
   - Maintain proper documentation of all VMMC procedures
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

3. SUPERVISOR (3) (Tenable in Tutume)
   
   **Qualifications and experience**
   - Degree in Health Education and Promotion with focus on Social and Behavioural Change Communication (SBCC) strategy and action plan
   - Experience in the implementation and management of VMMC projects
   - Understanding of the Human Rights and Non-Discrimination principles
   - Experience in Community organisation
   
   **Roles and responsibilities**
   - Conduct VMMC procedures in line with the ACHAP’s guidelines
   - Ensure proper and consistent use of safety equipment
   - Maintain proper documentation of all VMMC procedures
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

4. IT OFFICER (Tenable in Gaborone)
   
   **Qualifications and experience**
   - Degree in Computer Science or related field
   - Experience in setting up and managing IT infrastructure
   - Knowledge of Microsoft Windows desktop environment
   - Experience in troubleshooting and managing IT systems
   
   **Roles and responsibilities**
   - Set up and manage the ACHAP’s IT infrastructure
   - Ensure proper and consistent use of safety equipment
   - Maintain proper documentation of all IT procedures
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

5. HUMAN RESOURCES OFFICER (Tenable in Gaborone)
   
   **Qualifications and experience**
   - Degree in Human Resources Management
   - Experience in providing human resources services to specified business units
   
   **Roles and responsibilities**
   - Support the development and implementation of human resources initiatives and systems within ACHAP
   - Provides guidance and training to staff on human resources policies and procedures
   - Actively involved in the recruitment process
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

6. RECRUITMENT OFFICER (3) (Tenable in Gaborone)
   
   **Qualifications and experience**
   - Degree in Human Resources Management
   - Experience in providing human resources services to specified business units
   
   **Roles and responsibilities**
   - Support the development and implementation of human resources initiatives and systems within ACHAP
   - Provides guidance and training to staff on human resources policies and procedures
   - Actively involved in the recruitment process
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

7. INFORMATION TECHNOLOGY OFFICER (Tenable in Gaborone)
   
   **Qualifications and experience**
   - Degree in Computer Science or related field
   - Experience in setting up and managing IT infrastructure
   - Knowledge of Microsoft Windows desktop environment
   - Experience in troubleshooting and managing IT systems
   
   **Roles and responsibilities**
   - Set up and manage the ACHAP’s IT infrastructure
   - Ensure proper and consistent use of safety equipment
   - Maintain proper documentation of all IT procedures
   
   **Knowledge, skills and attributes**
   - Excellent interpersonal communication skills
   - Ability to work independently
   - Strong organizational skills
   
   **Available and hours of work:**
   - The incumbent will be responsible for providing VMMC services on a rotational basis to the assigned districts through the supervision of the supervisor.

A CHAP was established as a public-private community development partnership in 2000 to enhance and support Botswana’s HIV & AIDS response. Using a comprehensive approach, ACHAP has successfully supported HIV prevention, care and treatment in Botswana for almost two decades with remarkable results. Key to the success of ACHAP support has been the focus on results, the ability to develop and manage partnerships with government, civil society, other development partners and the private sector. ACHAP is now an independent, profit-making entity with a broad portfolio of programmes focusing on the field of HIV/AIDS and related health conditions.

www.achap.org