



## **UNIVERSITY OF NAIROBI**

### **EXTERNAL JOB VACANCIES (PROJECT POSITIONS)**

Applications are invited for the following position.

#### **ADHERENCE COUNSELLOR, NDOVU STUDY, DEPARTMENT OF CLINICAL MEDICINE AND THERAPEUTICS – AD/7/35/25, 1 POST.**

##### **Background information**

The NDOVU Study is a two-year multi-site, multi-county study nested in the Department of Clinical Medicine and Therapeutics at the Faculty of Health Sciences.

##### **Purpose of the position**

The Adherence Lead will be responsible for coordination of teams offering Adherence Counselling for NDOVU study using Study Adherence Counselling Job Aids. This role is critical for ensuring all study participants receive adherence counselling in a standardized manner, as adherence is critical in supporting individuals living with HIV on dolutegravir-based antiretroviral therapy (ART) who are experiencing sustained viraemia. The lead adherence counselor will work closely with full-time study adherence staff and site clinic adherence staff to offer adherence counselling and document adherence counselling sessions to improve treatment adherence, address barriers to care, and ensure optimal health outcomes. S/He will also coordinate support services within each county liaising with county social support services and mental health services for referrals of participants requiring additional mental health support and social support.

**Position Title:** Adherence Counsellor

**Location:** NDOVU Study Sites

**Reports to:** Study Physician

##### **Job Description**

1. Provide training, supportive supervision and mentoring NDOVU study adherence staff and site staff involved in offering adherence counselling to NDOVU study participants
2. Hold debriefing for NDOVU study adherence staff and study site staff offering adherence counselling in the NDOVU study
3. Coordinate teams offering Adherence counselling in the different NDOVU sites in Kenya
4. Perform routine site visits and quality supervision visits to supervise and ensure adherence counselling is offered as per the study protocol.
5. Formulate and coordinate referral pathways for NDOVU participants requiring additional mental health support and social support within the established county systems.

6. Provide one-on-one psychotherapy counseling sessions for difficult and complex cases among study participants, focusing on treatment adherence and management of side effects e.g. patients with addiction, major depressive disorder and neurocognitive disorders.
7. Assess individual barriers to adherence and develop personalized strategies to overcome these challenges and educate participants about the importance of adherence to ART, potential side effects, and the implications of viral load results. The lead adherence can be called upon to fill in shortages when necessary.
8. Provide information on available support services, including mental health resources and community support groups.
9. Ensure adherence counsellors document participant interactions and progress in electronic case report forms (eCRFs) accurately, assess for completeness and offer additional training where this does not happen.
10. Participate in NDOVU study multidisciplinary team meetings to discuss complex cases where adherence of participants is not well established despite interventions made.
11. Collect qualitative data regarding participant experiences with treatment adherence and barriers faced.
12. Prepare reports on adherence trends, challenges encountered, and recommendations for improving participant support.
13. Any other duties assigned by supervisor

### **Job Specification**

- i. A Master's degree in Counselling or Psychology
- ii. Minimum of 3 years of experience in counseling or support roles within healthcare settings, preferably in HIV care.
- iii. Strong understanding of HIV treatment regimens.
- iv. Strong leadership skills, ability to manage large teams
- v. Prior experience working within HIV clinic set-up in a public hospital
- vi. Excellent communication skills, both written and verbal, with the ability to engage effectively with diverse populations.
- vii. Empathy and strong interpersonal skills to build trustful relationships with participants.
- viii. Proficiency in data entry and management using electronic health records or similar systems.
- ix. Current Certificate of Good Clinical Practice (GCP) is a MUST on confirmation of offer
- x. MUST have a current certificate in Human Subject Protection on confirmation of offer
- xi. Additional training in adherence counseling or motivational interviewing techniques is beneficial.
- xii. Experience in clinical studies is a plus

### **Terms of appointment**

The appointment is on contractual terms of one year, renewable on performance and mutual agreement.

## Notes

1. Applicants should email their application letters, certified copies of certificates and curriculum vitae (CV) giving details of their qualifications, experience and three (3) referees indicating their telephone contacts and e-mail contacts;
2. Applications and related documents should be forwarded addressed to the Director, Human Resource, University of Nairobi;
3. Applicants should state their current designations, salaries and other benefits attached to those designations;
4. The application letter must bear the reference code indicated in the advertisement;
5. Late applications will not be considered and
6. Applications should be emailed as one file in PDF to : [recruit-Adherencecounsellor@uonbi.ac.ke](mailto:recruit-Adherencecounsellor@uonbi.ac.ke)

**CLOSING DATE: JULY 17, 2025**

**THE UNIVERSITY OF NAIROBI IS AN EQUAL OPPORTUNITY EMPLOYER  
ONLY SHORTLISTED APPLICANTS WILL BE CONTACTED**