

AAFKE KINEMO, MD  
P. O. Box 24166, Dar es Salaam  
Mobile: +255 787 822011. E-mail: [aafkekinemo@gmail.com](mailto:aafkekinemo@gmail.com)

## SUMMARY

---

A physician with 7 years of experience in Public Health. She is well versed in designing, implementing and monitoring interventions and policies to improve quality of HIV prevention, care and treatment services for disadvantaged communities including mothers, children, adolescents and Key Populations in Tanzania. She is a team player capable of effectively coordinating large and diverse teams to implement programmes while providing monitoring and oversight. Consistently adaptable in dynamic situations while remaining open to learning, innovation and taking new challenges.

## KEY SKILLS

---

**Strategic Planning** – Experienced in Programme design and implementation, coordination, policy engagement and health systems strengthening approach to project implementation and integration.

**Leadership and management** - Experience with managing and coordinating dynamic teams . Apply visionary and coaching leadership styles to guide teams towards organisational goals.

**Communication** – Eloquent in articulating messages through written, oral and other communication media. Values integrity, care, trust, respect and working with people to foster relationships that drive results with a difference.

**Monitoring, Evaluation and Learning** – Devised and implemented evidence based processes to strengthen systems and improve quality and performance.

## PROFESSIONAL EXPERIENCE

---

**Technical Advisor- Prevention and HIV Testing Services, Dar es Salaam, Tanzania | ICAP at Columbia University**

*October 2021 to date*

- To oversee implementation, and monitoring to ensure that designed HIV prevention interventions in both community and facility settings achieve programmatic, financial, and administrative goals, and that project resources are utilized in line with ICAP and donor policies.
- Lead planning and implementation of emerging strategies for service delivery relevant to the technical areas in both community and facility settings and provide technical guidance in the development of guidelines, SOPs and submission of protocols where relevant.
- Timely implementation of all major program activities according to the objectives and deliverables, conducting relevant site visits, supporting regional team activities, and developing reports on program progress and achievements.
- To support regional teams to develop work plans and strategies relevant to the technical areas in both community and facility settings to achieve 100% of the annual targets for prevention (KVP, DREAMS, PrEP, HIVST), HIV testing, and other related indicators and closely monitor the implementation of work plans.

- To ensure compliance with national and international standards and best practices for program implementation, and that all programs are implemented in accordance with national guidelines and policy, protocols, SOPs, good clinical practice, and ethical/regulatory requirements.
- To contribute to the development of monthly, quarterly and annual reports and slide decks to the donor and various stakeholders.
- to lead the documentation of program success stories and lessons in the relevant technical areas learned for internal and external release and publication.
- To conduct frequent supervision and mentorship visits to program sites and regions.
- Collaborate with SI team to translate data outcomes into program improvement strategies, and to provide data analysis support to frequently monitor the effectiveness of interventions

**Regional Project Coordinator, Dar es Salaam, Tanzania | ICAP at Columbia University**  
***October 2018 to September 2021***

- Lead and manage a diverse team of 7 clinical, 14 non-clinical staff and 90 volunteer peer educators working in a PEPFAR funded, comprehensive community-based HIV prevention project in Dar es Salaam region
- To implement and oversee existing project implementation in close collaboration with government counterparts and ensure quality of services.
- To monitor programme performance and devise innovative approaches to ensure targets are met
- To document and share best practices from project implementation to central level, donors and Government partners.
- To act as the primary liaison between Central and local government, other Implementing Partners and other stakeholders for all activities pertaining to the Dar es Salaam project.
- To Participate in the development of the referral network model between the community-based outreach and health facility services
- Use data driven approaches to identify hotspots and size estimation of KVPs and adolescent girls and young women (MSM, PWID, AGWY) in order to plan and implement HIV prevention services, including testing, condom distribution, STI services and PrEP.
- To coordinate adequate data collection and ensure timely, complete and clean reporting of regional data to the central level.
- Participate in preparation and execution of sub-agreements and service agreements with sub grantees.
- Supervise the recruitment and training of community outreach workers and lay counsellors from peer groups to implement the outreach services.
- Mentor and supervise community outreach workers and lay counsellors regularly and frequently during outreach sessions and lead regular meetings

**Programme Officer, Key and Vulnerable Populations, Dodoma, Tanzania | Ministry of Health/National AIDS Control Programme**

***June 2014 to September 2018***

- Support the National HIV Prevention, Care and Treatment Programme in advancing evidence based HIV prevention, care, treatment and support interventions that respond to the needs of Key and Vulnerable Populations (KVPs).
- Support the National Programme in designing and implementing quality improvement initiatives for KVPs including supportive supervision, mentorship, External and Internal Quality Assurance.
- Contribute to National policy and related guidelines: Comprehensive package of HIV and Health services for KVPs; HIV Service Delivery Models; National PrEP scale up framework.
- Support the National Programme to introduce in country new and innovative interventions such as HIV Pre-Exposure Prophylaxis and HIV self-testing targeting vulnerable adolescent girls and young women, sero- discordant couples, sex workers, people who use drugs and men who have sex with men.
- Participate in National technical working groups and other relevant meetings: KVPs, adolescent and young adult stakeholder's group; PREP; HIV ST.
- Coordinate Implementing Partner activities to ensure uniformity of services based on evidence and best practices and maintain quality standards.
- Provide coordination and communication for Ministries, Departments and Agencies (MDAs), Donor agencies (GF, USAID, CDC, DOD), Implementing Partners and other stakeholders engaged in KVP interventions
- Provide coordination for Southern African Development Community's (SADC) cross border initiatives along major transport corridors and border posts.
- Coordinate training for providers and peers on KVP friendly HIV and health services.

**PROFESSIONAL TRAINING**

---

2011: Bachelor of Medicine and Bachelor of Surgery at the University of Nairobi.

**OTHER TRAININGS**

- ❖ Pan American Health Organisation (PAHO)/WHO e-learning training course on oral Pre-Exposure Prophylaxis (PrEP) of HIV - April 2020
- ❖ NIH web-based training course on Protecting Human Research Participants- September 2018
- ❖ WHO e-learning training course on Health Financing Policy for Universal Health Coverage- May 2017
- ❖ Control Strategies for Communicable and Non-communicable Diseases (CCND) from the Royal Tropical Institute- Amsterdam, The Netherlands April 2017
- ❖ Electronic Logistic Management Information Systems (eLMIS) - Morogoro, Tanzania November 2015
- ❖ Public Management academic and leadership training at Howard University- Washington DC, USA June 2015

**PERSONAL ACHIEVEMENTS**

---

- ❖ Use of extended linkage case management (eLCM) to monitor early retention. Through innovative use of motorcycles, community based volunteer peers were able to trace clients with interruption in care and return them to health facilities improved client return from 30% to 78% (2020-2021). I was able to demonstrate the multiple application DSD for community based HIV interventions.
- ❖ Scaling up community-based ART refills in Dar es Salaam region, this innovative approach ensured access to essential care and treatment services during the height of the Covid-19 outbreak (2020). This also allowed Dar es Salaam to become one of the first regions on Tanzania mainland to implement 6MMD as part of differentiated service delivery.
- ❖ Part of the core team coordinating the roll out of HIV self-testing and PrEP phased in demonstration projects in Tanzania (2018). This also contributed to the lowering of age of consent to 15 to allow HIV testing for adolescents and youth.
- ❖ Piloted site assessment and supportive supervision for sites providing HIV and health services to Key and Vulnerable Populations across 9 regions of Tanzania Mainland as part of programmatic intervention for quality improvement (2017)
- ❖ Awarded a scholarship by the Netherlands Fellowship Programme (2016).
- ❖ Awarded a Mandela Washington Fellowship as part of US president Obama's flagship programme for Young African Leaders (2015)

## **VOLUNTEER EXPERIENCE**

2016- Volunteer internship with Toto health, a local social enterprise that strives to contribute towards the end of preventable maternal and child deaths.

2012- Research intern with NIMR/ NTD control programme assigned with mobilising communities to participate in post MDA community surveillance.

## **LANGUAGES AND SKILLS**

Fluent in English, Native speaker of Swahili, Basic speaker of French

Proficient in Microsoft Office for Windows

## **REFERENCES**

Dr. Gissenge Lija, MD MMED Principal Medical Specialist Mobile: +255784284146 Email: <a href="mailto:j.lija@hotmail.com">j.lija@hotmail.com</a>	Dr Kim Mwamelo, MD MPH Mobile: +255682669406 Email: <a href="mailto:mwamelok@gmail.com">mwamelok@gmail.com</a>	Dr. Upendo Mwingira, MD PhD Mobile: +255783276177 Work: +1(202)9247476 Email: <a href="mailto:umwingira@gmail.com">umwingira@gmail.com</a>
--	--	---