

India HIV/AIDS Alliance (Alliance India)

invites talented professionals to consider joining our team in New Delhi

Programme Manager: Transgender Health & Rights

(full-time)

About Alliance India:

India HIV/AIDS Alliance (Alliance India) is a diverse partnership that brings together committed organisations and communities to support sustained responses to HIV in India. Complementing the Indian national programme, we work through capacity building, knowledge sharing, technical support, and advocacy. Through our network of partners, we support the delivery of effective, innovative, community-based HIV programmes to key populations affected by the epidemic.

Alliance India works through NGO and CBO partners to support efforts that sustainably impact HIV. We place communities at the center and work to ensure that vulnerable and marginalised people are meaningfully involved in all aspects of our response, including sex workers, men who have sex with men, people who inject drugs, transgender individuals, and people living with HIV. Our programming and policy efforts are driven by evidence of what works; quality and accountability are core priorities in our interventions, technical support and grant management.

We are certified as a “Great Place to Work” a coveted certification that endorses and promotes a high-trust, high-performance work culture.

To learn more about our organisation, please visit our website: www.allianceindia.org

Summary of Responsibilities:

The Programme Manager will be responsible for strengthening service availability and access provisions, advocacy for inclusion and development of the transgender and hijra population targeted under the programme. The manager will lead the establishment of a one-stop resource centre for Transgender (both trans men and trans women) and Hijra communities for services on health, social welfare, gender affirmation care, addressing gender-based violence, access to human rights and individual and organisational capacity strengthening. The programme will be implemented across six states in the country.

The Manager will be taking autonomous responsibility for the results of his/her team, supporting the Director of Programmes or Chief Executive in ensuring the overall welfare and success of Alliance India, managing working groups, and participating actively in management meetings, to support the senior management team in improving organisational effectiveness.

The candidate is also expected to play an active role in the overall welfare of the organization with a strategic approach, understanding the values, contributing to a culture of transparency, emphasising enabling systems, and promoting innovation and excellence.

The key responsibilities of the position are as follows:

- Responsible for leading the effective implementation of the programme through routine coordination with all partner organisations, and stakeholders and ensuring the targets are met as per the timelines adhering to the highest level of quality in its implementation.
- Devising strategies to address the needs of the transgender and hijra communities in all their diversities.
- Developing community-friendly spaces to strengthen advocacy and to develop the capacity of transgender and hijra communities-based organisations (CBOs) across six states where the project is being implemented.
- Establishing models of community-led, holistic, and integrated service delivery mechanisms which address the social, health and economic needs of the transgender communities in India.
- Empowering and advocating the transgender communities for sensitisation on social, economic, and health-related policy reforms.
- Responsible for taking effective measures to enhance the capacities and leadership of trans-led organisations to foster and create sustainable systems and to act as catalysts for change.

- Establishing a gender affirmation care clinic (GACC) with facilities for counselling, psycho-social support, linkages support, etc.
- Lead the process of sensitisation of health care providers, hospitals, private medical practitioners, government, department, law enforcement and judiciary systems, etc. on the needs of the TG/Hijra communities.
- Addressing the issues related to gender-based violence through sensitisation, establishing helpline support and crisis management teams at the field level.
- Ensure clear mechanisms are developed for referral and linkages to need-based social welfare and entitlement schemes of the TG/Hijra communities.
- Developing systems at the field level to impart services like counselling for HIV prevention, STI, TB, psycho-social support on mental health drug use and harm reduction etc., including screening and linkages to testing and treatment for the same.
- Monitoring activities and budget for the field teams, partners and stakeholders, in consultation with the Director: Programmes, ensuring high quality in the programme deliverables.
- Devising strategies for continuous performance improvement in implementation through regular feedback from the field-level review meetings, regular outreach, etc,
- Work closely with the senior management team to identify areas of innovation and opportunities for the scale-up to ensure quality-oriented support to the community.
- Ensure timely and result-oriented implementation of various advocacy initiatives developed as part of the programme(s) by the team.
- Support consortium partners and field teams in developing a robust Gender, Sexuality and Rights system at the State level & national to ensure timely access to services like HIV, SRH, gender base violence, advocacy meetings, capacity building and coordination with other stakeholders, etc.
- Responsible for preparing high-quality programme inputs in various report generation processes ensuring timeliness.
- Review and analyse programme reports (financial and narrative) from field teams & consortium partners and provide feedback in consultation with other team members in the programme task force.
- Assess the programmatic, organisational and technical support needs of the programme(s), with other relevant stakeholders and develop capacity-building plans for needs identified; also review and evaluate the progress and impact of such activities and take corrective actions wherever required.
- Responsible for leading the new fund proposal initiatives, especially within the sexuality, Gender & Rights function, by identifying leads, preparing concept notes, and having initial discussions with prospective donors, thus supporting the senior management team in sustained funding within the Sexuality, Gender & Rights unit.
- Ensure a high level of inter and intra-departmental coordination to share and understand challenges and new initiatives in other programmes the organisation is implementing.
- Lead the activities like compilation of information about designated projects, including workshop reports, quarterly and annual reports and reviewing and re-planning reports.
- Provide support to consortium partners in developing their internal systems and procedures to ensure compliance with donor requirements.
- In collaboration with Director: Programmes, Monitoring & Evaluation and Grants Management team ensuring grant funds are effectively utilised against programme deliverables.
- In collaboration with the reporting manager, contributing to programme learning to Alliance India's communications and knowledge management initiatives, ensuring the communication of best practice recommendations are promoted within Alliance India and to external organisations.
- Support the senior management team members to establish, maintain and strengthen effective relationships between Alliance India and external institutions involved in HIV/AIDS programmes, in particular those institutions working in HIV prevention and care & support, Gender issues, SRH, including key government agencies, donor agencies, NGO/civil society partners and research institutions.
- Participating, as requested by the manager, in relevant external committees, partnerships and consortia, which involve Alliance India as members.
- Strictly follow the organisational work plan and individual activity plan and proactively contribute to the achievement of the organisation's strategic directions, ensuring adherence to quality and timeliness of the deliverables.

Education

- Master's degree in social sciences, health or development field (or equivalent).

- Preferably a candidate from the transgender community with strong human rights background and sound knowledge on HIV programming, also has experience working with trans-led CBOs

Experience

- At least 6 to 8 years of progressively responsible management experience in the health, development or other relevant sectors.
- Experience in direct programme implementation and interface with vulnerable and marginalised populations.
- Extensive experience working with MSM/TG/Hijra populations. Proven connections and networking experience with these communities.
- Proven understanding of the diversities of the TG/Hijra population within the country, especially within the programme implementing regions.
- Experience in the implementation of advocacy projects, ideally in the area of HIV prevention, care & treatment for key populations.
- In-depth knowledge of HIV, prevention, care & treatment services.
- Proven experience in developing and writing financial proposals for bilateral/multilateral donors, private foundations, and trusts.

Essential Attributes:

- Commitment to LGBT rights and inclusion and rights-based responses to HIV and generally to the key populations affected by the epidemic.
- Skilled, understanding of and experienced in managing the dynamics of different, valid perspectives
- Highly passionate about his/her work with strong community engagement skills.
- Emotionally mature, patient, persevering, diplomatic, tactful, and discreet.
- People skills, able to navigate team dynamics, and promote resolution of conflict at the workplace.
- Gender sensitive
- Demonstrated knowledge and understanding of project management.
- Sound understanding of NGO/CBO support principles in the context of key populations' public health and human rights dimensions.
- Demonstrated knowledge and understanding of partnerships and/or donor environment, donor relations and reporting.
- Experience in providing technical support and capacity building for organisations.
- Experience working with multiple civil societies and government stakeholders at different levels.
- Excellent communication skills, fluent in English and other Indian languages
- Ability and willingness to undertake extensive travel, primarily within India.

Desirable qualities/experience/skills:

- Good understanding of development issues and the HIV epidemic(s) in India.
- Technical knowledge and expertise in Prevention, Care and Support
- A good understanding of legal and ethical issues around HIV/AIDS/ KPs.
- Involved in developing advocacy strategy at the national/international level.

The position requires a strong commitment to HIV/AIDS and Sexual and Reproductive health and civil society initiatives in India and a demonstrated interest to engage with relevant issues.

Alliance India is an equal-opportunity employer. Applications are welcomed and encouraged by people most affected by the epidemic and living with HIV and the members of the key population we work for.

As a matter of policy, **Alliance India** operates rigorous recruitment and selection procedures and checks.

The compensation package will be commensurate with qualification and experience. Interested candidates meeting the above criteria are requested to submit their application along with a cover note to recruit@allianceindia.org before the closing date. Please indicate the title of the position applied for in the subject line of your e-mail and mention your current payment details in the cover note.

India HIV/AIDS Alliance

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Tel: (011) 4536 7700



Email: recruit@allianceindia.org
Website: www.allianceindia.org

Closing date for receipt of complete applications: 14th May 2023. However, applications will be considered on a rolling basis.

Please note that we will not be able to notify all applicants. Only short-listed candidates will be notified about subsequent selection procedures. Canvassing in any form shall be considered a disqualification in the recruitment process.