

India HIV/AIDS Alliance

invites talented professionals to consider joining our team in New Delhi

Programme Lead

(Full-time)

Introduction:

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 have a sustainable impact on 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 Lead will be responsible for the effective implementation of the programme which aims to mitigate risks and vulnerabilities linked to Sexualised Substance Use (SSU) among Men who have Sex with Men (MSM) and Transgender (TG) communities in four selected sites. The programme focuses on creating an enabling framework to ensure access to a comprehensive, stigma-free service package addressing SSU.

The person will be responsible for establishing accessible and effective prevention, diagnosis, and treatment services tailored to community needs, integrating PrEP provision into service delivery models. S/he will also be accountable for developing robust tools to accurately measure SSU risks, vulnerabilities, and resultant harms with PrEP usage as a key metric. The person will be leading a cohort study which will play a pivotal role in comprehensively addressing multifaceted issues related to substance use, high-risk sexual activities, general health, etc. and evaluating the effectiveness of interventions, including PrEP, within the vulnerable populations.

The person will also take the lead in establishing partnerships with public health, legal policy, and law enforcement systems, for the effective implementation of the programme and ensure laying a robust groundwork for scaling up SSU interventions, particularly PrEP, across India.

The Programme Lead will be responsible for the results of his/her team. The person is also expected to play an active contributory role in the overall welfare of the organisation's strategic approach, values, contributing to a culture of transparency, emphasising enabling systems, and promoting innovation and excellence.

Key responsibilities of the position are outlined below:

- The Programme Lead provides overall design, implementation, management, and strategic direction for the SSU project, ensuring alignment with organisational and donor objectives.
- Ensure timely completion of site selection, partnership finalization, and the recruitment of competent project staff at SSU hubs and its efficient functioning.
- Organise and conduct consultations with targeted communities, focusing on findings related to SSU, PrEP usage, and project implementation outcomes.

- Responsible for developing comprehensive work plans and monitoring, evaluation, and learning (MEL) frameworks in coordination with Strategic Information team members.
- Review and revise project workplans, informed by data and activity analyses.
- Work to secure policy documents and law enforcement support to strengthen SSU interventions in the project states.
- Evaluate project impacts, ensure alignment with national HIV programme goals, and drive sustainable, evidence-based improvements in SSU response strategies.
- Evaluate the effectiveness, adherence, cost-efficiency, and scalability of community-based PrEP services in reducing new HIV infections.
- Implement strategies to reduce stigma and discrimination, ensuring inclusive and non-judgmental service delivery.
- In coordination with the respective State team, ensure support services, including adherence counselling, regular testing, and follow-up care.
- Lead the delivery of integrated SSU services, emphasizing awareness generation, counselling, and distribution of HIV prevention commodities.
- With the support of the team, carry out population Size Estimation and Epidemiological Data Collection, conduct studies to estimate the size of MSM and TG populations engaged in SSU across selected sites and assess STI and HIV risks attributable to SSU.
- Responsible for compilation of field reports, data validation, review, and finalization of all formal reports to donor and government stakeholders ensuring quality and timeliness.
- Provide updates and analyses on capacity-building needs assessments, cohort data, and Pre-Exposure Prophylaxis (PrEP) implementation as per the implementation plan.
- Design and deliver training programs and community education workshops based on identified capacity-building needs from assessments in coordination with LGBTQ+ organisations, and healthcare providers and create culturally sensitive outreach campaigns to generate demand for PrEP.
- Advocate with policymakers and stakeholders to address legal and systemic barriers, promote awareness of health risks related to sexualized substance use (SSU), and enhance access to prevention, diagnosis, and treatment services.
- Develop and test field-based strategies and tools for scaling up SSU interventions, providing actionable measures for partners and policymakers.
- Design and disseminate IEC materials to raise awareness and enhance prevention efforts among MSM, TG communities, and service providers and ensure documentation of best practices and learnings from the project.
- Regularly document project progress and ensure timely reporting to internal Monitoring, Evaluation, and Learning (MEL) systems, donors, State AIDS Control Societies (SACS), the National AIDS Control Organization (NACO), the Ministry of Health and Family Welfare (MOHFW), relevant State Government functionaries and development partners.
- Ensure efficient utilization of project funds in line with agreed deliverables.
- Lead the team through continuous encouragement, setting clear work /activity plans and close monitoring of the quality aspects of the deliverables through a lead-by-example approach.
- Participate, as requested by the line manager in relevant external committees, partnerships, and consortia which involve Alliance India as a member.
- Ensuring proactive management of risk within the area of responsibility, including regular risk assessment, designing and implementing actions to manage risk and escalating critical risks as necessary.
- Strictly follow the organisational work plan and individual activity plan and proactively contribute to the achievement of the strategic directions of the organisation, ensuring adherence to quality and timeliness of the deliverables.
- Lead and actively involve in developing and writing proposals for major bilateral/multilateral donors, private foundations, and trusts.
- Cultivate and maintain long-term relationships with various external partners and leverage those relationships to create new opportunities to deliver on Alliance India's mission.
- Undertake other responsibilities not outlined above which are commensurate with a role of this nature in the development sector and which have been discussed and agreed between the line manager and the post holder.

Qualifications, Experience, and Competencies

Qualifications/Education:

- Master's degree in social sciences, public health or development studies (or equivalent)
- In-depth understanding of HIV/AIDS, LGBTQI+ inclusion and rights

Experience

- 8 to 10 years of relevant and progressive work experience at the State and national level.
- Experience of management and interface with vulnerable and marginalised populations in the context of HIV, sexuality, gender and rights, SSU, harm reduction-related programming and human rights initiatives at national level programmes
- Proven expertise in managing large-scale, multi-site health interventions.
- Demonstrated experience in advocacy, policy engagement, and stakeholder coordination.
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Personal Qualities/Skills:

- Significant management experience within national or international level NGOs/LGBTQI+ networks.
- Experience in developing advocacy strategies at the national/regional level.
- Commitment to LGBT rights and inclusion and rights-based responses to HIV and generally to the key populations affected by the epidemic.
- Hands-on experience in programme conceptualisation and management at national and international levels.
- Experience in collaborating with community organisations and groups to deliver excellent HIV and health interventions.
- Sound understanding of the principles of NGO/CBO support, in the context of both public health and human rights dimensions of sexuality, gender & rights.
- Experience in providing technical support and capacity building of organisations on the rights based approach
- Excellent skills related to data i.e data- management, analysis, interpretation, and presentation
- Excellent administrative, organizational, and planning skills with attention to detail
- Proven experience developing and maintaining strong and effective relations with government functionaries, media, and other stakeholders.
- Proven experience developing and writing funding proposals for bilateral/multilateral donors, private foundations and trusts.
- Strong commitment to team-working, collaboration, consensus building and negotiation
- Ability to work with a diverse team
- Strong commitment to HIV/AIDS and human rights.
- Excellent written, verbal and presentation skills in English & Hindi.

Desirable Qualities/Experience/Skills:

- Knowledge of international donor reporting procedures and donor strategies.
- Knowledge of other Indian regional language(s).

The position requires a strong commitment to HIV/AIDS and sexual and reproductive health and NGO activities in India, and a strong interest in and understanding of the relevant issues.

***Alliance India** is an equal-opportunity employer. Applications are welcomed and encouraged by people most affected and living with HIV and also from the members of the communities we serve.*

*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 covering note to recruit@allianceindia.org before the closing date.

Please indicate the title of the post applied for in the subject line of your e-mail. Definitely mention your current salary details in the covering note.

Closing date for receipt of complete applications: 6th February 2025

Please note that we will not be able to notify all applicants. Only short-listed candidates will be notified about the interview date.