

India HIV/AIDS Alliance

invites talented professionals to consider joining our team in New Delhi

Clinic Counsellor

(Full-time District Level) 4 Positions

Location: Delhi, Punjab, Karnataka and Manipur

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

Summary of Responsibilities:

The Clinic Counselor will be responsible for providing psychosocial support and counseling to MSM and TG individuals, addressing mental health concerns, SSU-related risks, and adherence challenges with PrEP. The person will conduct individual and group counseling sessions, offer harm reduction strategies, and facilitate referrals to specialized services. They will also play a pivotal role in stigma reduction by creating an empathetic and non-judgmental environment, empowering clients to access and adhere to care.

Key responsibilities of the position are outlined below:

- Conduct individual and group counselling sessions focused on HIV prevention, substance use risk reduction, and mental health support.
- Address clients' psychosocial needs, providing a safe and non-judgmental space for discussions.
- Guide clients in coping with substance use challenges and adhering to prescribed interventions, such as PrEP and PEP.
- Provide information on HIV, STIs, and harm reduction strategies, tailored to the needs of MSM and TG communities.
- Educate clients on safer sexual practices, including the consistent use of condoms and lubricants.
- Raise awareness about the importance of regular health check-ups and adherence to treatment plans.
- Assess clients' mental health, substance use, and social support needs during intake and follow-up sessions.
- Refer clients to appropriate services, including HIV testing, STI treatment, mental health care, and substance use treatment, as needed.
- Collaborate with healthcare providers and community mobilizers to ensure a continuum of care for clients.
- Build trust with MSM and TG clients to enhance program participation.
- Participate in outreach activities to identify clients at risk of SSU and link them to clinical services.
- Assist in reducing stigma and discrimination by fostering an inclusive environment at the SSU hub.
- Maintain accurate, confidential client records and counselling notes under program guidelines.
- Contribute to data collection and periodic reporting to support monitoring, evaluation, and learning efforts.
- Provide insights and feedback on client needs to inform program development and improvements.
- Participate in training on SSU-related counselling, mental health support, and HIV prevention strategies.

- Support the training of peer educators and community mobilizers on psychosocial support and counselling basics.
- Provide counselling services to clients on HIV prevention, screening, and treatment options.
- Facilitate informed decision-making among clients to access available services.
- Establish and maintain referral linkages with complementary healthcare services.
- Conduct follow-ups to ensure service adherence and continuity of care.
- Maintain accurate client records and confidentiality.
- Support outreach efforts to increase service uptake within the community.
- Participate in capacity-building activities to enhance counselling skills and knowledge.
- Follow the organizational work plan and individual activity plan, ensuring deliverables are completed with quality and on time.
- Uphold the mission/vision and values of Alliance India and work within its equal opportunities framework, demonstrating the behaviours and competencies appropriate for the position.

Qualifications/Education

- Master's or Bachelor's degree in Psychology, Social Work, Counselling, or a related field.
- Master's degree in social sciences, public health or development studies (or equivalent)
- Knowledge of LGBTQ+ issues and experience working with MSM and TG communities is highly desirable.

Experience

- At least 2 years of experience in counselling, preferably in the areas of HIV, mental health, or substance use.
- Strong communication and interpersonal skills with a non-judgmental, empathetic approach.
- Ability to maintain confidentiality and build trust with clients from marginalized populations.
- Familiarity with harm reduction principles, HIV prevention strategies, and community health frameworks.
- In-depth understanding of HIV/AIDS, LGBTQI+ inclusion and rights

Personal Qualities/Skills

- Computer skills, including Microsoft Word, Excel, and PowerPoint
- Excellent administrative, organizational, and planning skills with attention to detail
- Demonstrated knowledge and understanding of programme management at the District/ State level.
- Experience providing technical support to capacity-building organizations, especially those working at the community or grassroots level.
- Experience in collaborating with community organizations and groups to deliver excellent HIV and health interventions.
- Commitment to LGBT rights and inclusion and rights-based responses to HIV and generally to the key populations affected by the epidemic.
- Strong interpersonal skills
- Strong commitment to teamwork, collaboration, consensus building, and negotiation.
- Strong commitment to Sexualized Substance Use (SSU), HIV/AIDS, and sexual and reproductive health and rights.
- Proven ability to engage and collaborate with diverse stakeholders.
- Fluency in English and Hindi (knowledge of other regional languages is an advantage).

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.*

This is a district-level position, the compensation package for this position will be in accordance with the district-level pay structures for similar positions in line with our policy. 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 and your preferred location 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: 31st March 2025

Due to the urgency of the position to be onboarded, we will commence interviews with suitable candidates soon, it is advised to send in your applications at the earliest.

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