

## **India HIV/AIDS Alliance**

*invites talented professionals to consider joining our team in New Delhi*

### **Community Facilitator**

Consultant - 4 positions

Location: Chennai, Tamil Nadu

#### **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](http://www.allianceindia.org)

#### **Summary of Responsibilities:**

The Clinic TI Facilitator will bridge clinic services and community outreach to ensure the accessibility of SSU-focused interventions for MSM and TG populations. The person will coordinate with targeted intervention sites to mobilize the community, deliver awareness campaigns, and link clients to integrated services, including PrEP, mental health, and substance use counseling. They will be responsible for ensuring that services are delivered in a culturally sensitive and stigma-free manner while supporting the training of peers and healthcare providers involved in SSU interventions.

#### **Key responsibilities of the position are outlined below:**

- Coordinate outreach efforts to identify MSM and TG individuals engaging in sexualized substance use and link them to clinic services.
- Build relationships with community-based organizations, peer educators, and local stakeholders to enhance service uptake.
- Organize community meetings and sensitization sessions to raise awareness about SSU-related risks, HIV prevention strategies, and available services.
- Facilitate referrals from community-based TI programs to the SSU Hub for screening, counselling, and treatment services.
- Ensure consistent follow-up with clients to promote adherence to prescribed interventions, including PrEP and PEP.
- Support clients in navigating healthcare systems and addressing barriers to accessing services.
- Train and mentor peer educators and community mobilizers on effective outreach strategies, risk reduction practices, and harm reduction approaches.
- Provide ongoing guidance to strengthen their capacity in identifying and engaging key populations.
- Document outreach activities, client referrals, and follow-up outcomes in accordance with program guidelines.
- Contribute to regular reporting on targeted intervention activities, including client engagement metrics and success stories.
- Act as a liaison between the clinic and community-based TI programs to ensure seamless coordination of services.
- Collaborate with clinical staff and counsellors to address the specific needs of MSM and TG clients identified through outreach.
- Advocate for stigma-free, inclusive, and client-centred healthcare services in community spaces.
- Work with local stakeholders to address social and structural barriers impacting MSM and TG communities' access to healthcare.
- Provide feedback from the community to the clinic management team to enhance service delivery.

- Participate in program reviews and contribute ideas for improving targeted intervention strategies.
- Coordinate with TI partners to identify community members requiring clinic services.
- Facilitate capacity-building sessions for peer educators within TIs.
- Mentor peer educators to enhance outreach and service linkage.
- Track and report service uptake and client outcomes.
- Support clinic outreach activities to strengthen community engagement.

### **Qualifications/Education**

- Bachelor's degree in any stream
- 12<sup>th</sup> Pass with appropriate experience at the field level
- Knowledge of HIV prevention strategies, harm reduction principles, and outreach methodologies.
- Familiarity with community-based healthcare systems and targeted interventions.
- In-depth understanding of HIV/AIDS, LGBTQI+ inclusion and rights

### **Experience**

- At least 2 years of experience in community engagement or targeted intervention programs, preferably working with MSM and TG populations.
- Commitment to fostering an inclusive and stigma-free environment for key population
- Strong interpersonal and communication skills, with the ability to build trust and rapport with marginalized communities.

### **Personal Qualities/Skills**

- 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.
- 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.
- Proven experience developing and maintaining strong and effective relations with local government functionaries and stakeholders.
- Strong interpersonal skills and proven ability to engage and collaborate with diverse stakeholders.
- Strong commitment to teamwork, collaboration, consensus building, and negotiation.
- Ability and willingness to travel locally extensively
- Strong commitment to Sexualized Substance Use (SSU), HIV/AIDS, and sexual and reproductive health and rights.
- Fluency in Hindi (knowledge of other regional languages is an advantage).

**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](mailto: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: 15<sup>th</sup> December 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.