

India HIV/AIDS Alliance (Alliance India)

invites talented professionals to consider joining our team

Community Worker

(2 Positions)

Location: Delhi

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.

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

About the Programme:

Project SAHAS is an innovative project that focuses on some of the key areas affecting transgender persons in India – Healthcare including Gender Affirmation Care (GAC), Social Welfare and Entitlements, Gender Based Violence and Community System Strengthening, Access to education and livelihood.

Summary of Responsibilities:

The Community Worker will mobilize community members for health, social welfare, and social entitlement camps and other outreach initiatives, while promoting holistic health that includes awareness and prevention of HIV, STI, TB, mental health concerns, and non-communicable diseases (NCDs) such as diabetes and hypertension. The role involves providing first-level information on Gender Affirmation Care (GAC), facilitating referrals and follow-up for healthcare and government social protection schemes, and managing the GAC Integrated Helpdesk to support access to gender-affirmative services and entitlements. The Community Worker will also ensure accurate documentation and timely reporting of collected data to the Project Coordinator, maintaining strict confidentiality and ethical standards at all times.

Specific Responsibilities:

- Conduct mapping of the assigned area, including hotspots, police stations, hospitals, schools, colleges, bars, clubs, parks, restaurants, hijra deras and relevant government offices, corporates .
- Help create database of relevant stakeholders in the assigned area
- Prepare and regularly update a line list of transgender persons and hijra community members in the assigned area.
- Reach out to hidden and hard-to-reach community members through regular field visits, outreach and active social media participation through community apps and website.
- Mobilize community members for health camps, social welfare camps, social entitlement camps, sensitization meetings, advocacy events, and other program activities.
- Conduct one-to-one sessions, group meetings, hotspot-level meetings, and advocacy meetings.
- Provide awareness on HIV, STI, TB, NCD prevention (such as diabetes and blood pressure), safer sex practices, and overall transgender health.
- Share correct basic information about Gender Affirmative Care (GAC) and refer community members to the SAHAS Drop-in Centre for counselling and services.
- Manage the GAC Integrated Helpdesk, respond to queries, ensure confidentiality, and provide follow-up support.

- Conduct basic mental health screening and provide initial counselling; refer individuals for further assessment and counselling when required.
- Ensure each registered transgender person has access to important IDs such as TG ID card, Aadhaar, Ayushman TG Plus card, and other relevant documents.
- Support access to government welfare schemes such as pension, ration, and other social protection benefits.
- Educate community members about government resources such as Tele-MANAS Helpline, TG Persons Helpline, and the SMILE Portal.
- Provide information on the Transgender Act & Rules, legal aid services, and Crisis Response Team support.
- Manage crisis situations involving violence, discrimination, or health emergencies by coordinating with local support systems.
- Ensure monthly support group meetings and Crisis Response Team meetings are conducted in coordination with team members.
- Motivate and mobilize community members for livelihood training and link them to skill-building and economic empowerment opportunities.
- Build and strengthen parent support networks for families of transgender children through meetings and workshops.
- Sensitize schools, colleges, and educational institutions through awareness sessions and advocacy for inclusive environments.
- Share information on social protection, social entitlements, GAC services, and transgender health and rights within the community.
- Develop weekly outreach plans, review progress in team meetings, and maintain a daily diary of activities.
- Consolidate field data, document program activities, collect community feedback, and submit accurate reports to the assign reporting manager
- Collaborate with CBO's/NGOs, government bodies, healthcare providers, and other stakeholders for effective implementation.
- Maintain confidentiality and ethical standards in all activities.
- Undertake any other responsibilities assigned by the reporting manager as per organizational needs.

Education

- Minimum 8th standard pass.
- Preferably from transgender/hijra community.

Experience

- Previous experience working with TG/hijra groups or trans-led CBOs.
- 1 to 2 years of community mobilisation experience in similar kind of programmes.
- Comfortable doing regular field work, including visits to hotspots and community gathering places, and able to travel within the assigned area.
- Good understanding of community mobilization and community dynamics.
- Able to read and write in English and/or the local/regional language.
- Basic skills in record-keeping and report writing.

Essential Attributes

- Well-accepted in the community and able to build trust easily.
- Maintain professional behaviour, positive attitude, and respectful conduct at all times.
- Strong communication, facilitation, and convincing skills.
- Follow organizational SOPs, policies, confidentiality rules, and ethical standards.
- Work well in a team, be punctual, responsible, and represent the organization properly in all field activities.

Desirable qualities/experience/skills:

- Basic computer knowledge

- Basic understanding of development issues on Transgender persons' health and rights in India including transgender social protection and welfare measures.
- Awareness of legal and ethical issues related to Transgender persons' Health & Rights
- Willingness to learn new things, maintaining decorum and take initiative in work.
- Ability to build and maintain professional relationships with community members and stakeholders.
- Candidate willing to work at any location within the assigned geography which they were selected
- Candidate should be willing to work six days a week, with weekly offs on a rotational/roster basis.

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

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.

The monthly fee will be commensurate with experience and qualification and in accordance with our fee for District-level positions. Mention your current salary 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: 10th March 2026. 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.