

**Job title**  
**Contract type**  
**Reports to**  
**Direct Reports**  
**Travel required**

Lead: HIV Technical (Key Populations)  
Permanent  
Head: Knowledge  
Various posts within the Knowledge Cluster  
Regular



**Are you who we're looking for?**

You are an inspirational manager who inspires genuine enthusiasm & passion in others, by bringing the Alliance's strategy to life. You act as a role model, creating an environment of openness & trust, and celebrate the successes of others. You are committed to fostering a high performance culture, and will delegate thoughtfully to give colleagues real accountability & authority. You are comfortable managing in a matrix management environment.

**Key responsibilities**

- 1. Programme Delivery:** Provide technical leadership to a portfolio of cluster related project teams that increase the coverage, scope and quality of key population (men who have sex with men, transgender people, sex workers<sup>1</sup>) focused HIV programmes in order to build a strong Alliance partnership that is evidence based and accountable to communities. Collaborate with Alliance partners (including Linking Organisations) who lead on KP programming, to coordinate and manage the quality assurance and delivery of evidence-based programming by promoting best practice & driving innovation.
- 2. Influence:** Lead and shape the Alliance's external technical engagement in global technical fora related to MSM, transgender people or sex worker programming, and coordinate with colleagues from across the Alliance on external engagement around programmes for all key populations.
- 3. Knowledge:** Oversee the transfer of knowledge and support amongst and between Alliance partners (including Linking Organisations) in order to build a strong Alliance partnership that is evidence based and accountable to communities. Coordinate and link the analysis and synthesis of Alliance learning, knowledge and research in order to: contribute to quality programming, proposal development and influence current developments in the field of HIV prevention, treatment and care with key populations.
- 5. People management:** Ensure team and individual objectives align with the Alliance's organisational strategy. Coach and support staff to reach their full potential. Manage performance and develop talent within the cluster as well as other staff and consultants.
- 6. Developing the Alliance culture:** Sets a good example for others, shows consistency in words and actions, learns from personal and organisational experience, strives for self-improvement, earns the trust and respect of management, colleagues and partner organisations, and treats others with respect

<sup>1</sup> The Senior Advisor: Harm Reduction provides leadership around programming with people who use drugs.

## Person specification

	Essential	Desirable
<b>Qualifications/ Knowledge</b>	<p>Relevant post-graduate qualification. (e.g. public health, social sciences, development, social policy).</p> <p>Knowledge of HIV and the role of civil society in developing and middle income countries.</p> <p>Knowledge and understanding of international donor mechanisms funding KP programmes e.g. Global Fund, USG/PEPFAR, European and other US donors.</p> <p>Knowledge of key international working groups in UN agencies, Global HIV Prevention Working Group, etc.</p> <p>Extensive knowledge of the evidence for new and emerging areas of HIV programming with KPs</p>	<p>Representative experience within one of these fora</p>
<b>Experience</b>	<p>Expertise in developing, designing or implementing HIV combination prevention, treatment and care programmes/initiatives for at least one of the following populations: men who have sex with men, transgender people, sex workers Regional experience in AEE/LAC or Africa</p> <p>Experience of managing people and multi-functional and culturally diverse project teams within a matrix-management structure</p> <p>Experience of mentoring/transferring/coordinating technical capacity and support between and amongst stakeholders</p> <p>Excellent communication skills (written and verbal) for a range of audiences including developing, conceptualising, and writing proposals, and preparing blogs, briefings and opinion pieces.</p> <p>Project/contract management experience</p>	<p>Track record of publications / articles / abstracts</p>
<b>Skills / Abilities</b>	<p>Excellent interpersonal skills, demonstrating high levels of personal integrity and professional credibility</p> <p>The ability to implement pragmatic and innovative solutions that 'add value' to the business</p> <p>Excellent communication/influencing skills at all levels</p>	<p>Languages skills other than English</p>

**Core  
Competencies**

The ability to build strong and credible relationships with all stakeholders

Acts as role model for colleagues by demonstrating positive behaviours.

Work with dignity, respect and fairness.

Demonstrates commitment to high performance and holds self, team members and others to account.