

Vacancy No: UNAIDS/RST/SD01

Date: 9 September 2020

Title: Regional Stigma and Discrimination Consultant

Application Deadline:

16 October 2020

Organization unit: UNAIDS RSTAP

Contract type: Consultant Contract

Duty station: Bangkok, Thailand

Duration of contract: 12 months. From October 2020 until September 2021

Remuneration: The indicative maximum available budget for a 12-month contract is up to \$76,800, excluding the duty travel costs during the contract period.

Purpose of the position

The Regional Stigma and Discrimination Consultant will support the implementation of Stigma and Discrimination (S&D) related programming in countries in Asia and the Pacific through technical support to stakeholders at the national and local level; to coordinate the regional work around S&D; and to keep abreast of the latest science on HIV-related S&D. As such, the Consultant will support the implementation of the Global Partnership for Action to Eliminate All Forms of HIV-related Stigma and Discrimination.

Background

HIV-related stigma and discrimination (S&D) is recognized as a barrier to HIV prevention, testing, care and adherence to treatment. People living with HIV (PLHIV), key populations and other vulnerable groups continue to face stigma, discrimination, criminalization, and ill-treatment based on their actual or perceived health status, race, socio-economic status, age, sexual orientation or gender identity or expression, behaviour, and other grounds.

The 2016 Political Declaration on Ending AIDS reiterates the commitment of Member States to rights-based AIDS response. Reducing S&D is central to the global goal of ending AIDS by 2030. Without addressing barriers to accessing healthcare services, the prevention and treatment targets of 90-90-90, which are necessary to achieve the goal of ending AIDS as a public health threat by 2030, will not be possible.

The UNAIDS Fast-Track Strategy for 2016-2021 articulates the goal of 'zero discrimination' as one of three strategic milestones for 2020, along with fewer than 500,000 new infections and

500,000 AIDS-related deaths.¹ Target 8 of the Fast-Track Strategy for 2016-2021 focuses countries' efforts towards addressing discrimination in specific settings and aims for "90% of people living with, at risk of, or affected by HIV report no discrimination in health, education, and workplace settings". In 2016, the Association of Southeast Asian Nations equally reaffirmed its commitment towards 'zero discrimination' as a pillar of a regional drive to end the HIV epidemic.²

In December 2018, the Joint United Nations Programme on HIV/AIDS (UNAIDS), the United Nations Development Programme (UNDP), United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN) and the Global Network of People living with HIV (GNP+), launched the Global Partnership to Eliminate All Forms of HIV related Stigma and Discrimination (commonly referred to as Global Partnership). The [Global Partnership](#) aims to catalyse and accelerate action in countries to end HIV-related stigma and discrimination in six settings: healthcare, education, workplace, justice, household (communities, families and individuals), emergencies and humanitarian, based in the latest evidence research on what works to eliminate HIV-related stigma and discrimination.³

Main tasks and Responsibilities of the Position

Under the supervision of the Human Rights and Law Adviser, the S&D Consultant will support countries in Asia and the Pacific on their national S&D reduction programming. The S&D Consultant will support UNAIDS Country Offices, Ministries of Health and other national stakeholders to program effective S&D interventions in healthcare, education, workplace, justice, household, and emergencies and humanitarian settings.

The specific responsibilities of the S&D Consultant are as follows:

1. To provide technical support to stakeholders on HIV-related S&D reduction programming at national and local level;

¹ WHO's Global Health Sector Strategy on HIV 2016-2021 shares that vision. Source: WHO, Global Health Sector Strategy on HIV 2016 - 2021. Towards ending AIDS. June 2016, available at <https://apps.who.int/iris/bitstream/handle/10665/246178/WHO-HIV-2016.05-eng.pdf;jsessionid=A3A1F147F39E4D8C2AC22B850BCA2956?sequence=1>

² Association of Southeast Asian Nations. ASEAN Declaration of commitment on HIV and AIDS: Fast-Tracking and sustaining HIV and AIDS responses to end the AIDS epidemic by 2030, 2016. Available at https://asean.org/wp-content/uploads/2016/09/Final-Endorsed_ASEAN-Declaration-on-Ending-AIDS_2016.pdf

³ https://www.unaids.org/sites/default/files/media_asset/eliminating-discrimination-guidance_en.pdf

2. To coordinate the regional work around S&D, including a sub-regional consultation on S&D reduction programming;
3. To keep abreast of the latest science on HIV-related S&D and S&D reduction programming.

Detailed scope of work

1. Provide technical support to countries for the planning, implementation, and monitoring & evaluation of S&D interventions in 6 settings (healthcare, workplace, education, communities, justice, emergencies and humanitarian), including the development of S&D-related baseline assessments, action plans, implementation reports and analysis.
2. Support regional and national human rights, community systems strengthening and advocacy policy development and advisory services relating to HIV, human rights, gender equality and inclusion of marginalized populations.
3. Coordinate the organization of a sub-regional government consultation on S&D reduction programming.
4. Provide research, analytical, and writing support for policy guidance, issue briefs, concept notes and other documents, relating to S&D reduction programming and the promotion of human rights and gender equality for effective HIV responses.
5. Contribute to various regional and country-specific studies and knowledge products with reference to health, human rights, community systems strengthening and advocacy.
6. Support Global Fund funding requests related to S&D.
7. Attend meetings, hold conference calls, webinars, develop notes for the record, power point presentation and terms of reference as needed.
8. Upon request, travel to countries to brief members of the UNAIDS Country Offices and UNAIDS Joint Teams and provide induction training to local human rights consultants.

Required qualifications

This position requires an individual with expertise in human rights, and with an exceptional breadth of knowledge in stigma and discrimination reduction programming.

The specific qualifications and experience include:

1. Master's degree in behavioral or social sciences, public health, law, human rights or related degree with at least five years' experience in HIV or a related field.

2. At least five years of relevant work experience in HIV, health, human rights or a related field and proven record of working in planning, management, monitoring of programs in the area of human rights and/or stigma reduction programming.
3. Strong organisational skills, with proven track record of organising and coordinating S&D reduction programming.
4. Robust understanding of the latest science and programming around HIV-related S&D reduction, incl. measurement of S&D, quality improvement methods, and youth friendly clinics.
5. Excellent skills in diplomacy and tact within complex multi-stakeholder environments, including sensitivity and ability to work with people living with HIV, key populations, vulnerable populations, and government representatives.
6. Solid skills in synthesizing complex phenomena and designing messages and materials for influencing decision-makers and for shaping broader public opinion.
7. Excellent track record of achievement with assignments of similar scope and complexity.
8. Excellent oral and written command of English. Knowledge of a language of one of the ASEAN countries would be considered an advantage.
9. Good understanding of UN and/or UNAIDS, grant applications and program implementation is highly desirable.
10. Excellent writing, research, analysis, and presentation skills. Strong computer literacy, especially in Word, PowerPoint and Excel.

Competencies

UNAIDS Values

1. Commitment to the AIDS response
2. Integrity
3. Respect for diversity

Core competencies

1. Working in teams
2. Communicating with impact
3. Applying expertise
4. Delivering results
5. Driving change and innovation
6. Being accountable

Managerial competencies

1. Vision and strategic thinking
2. Developing and empowering others
3. Building relationships and networks
4. Exercising sound judgment

Travel

Upon request, the consultant might have to travel to selected countries in the Asia and Pacific region. In the event of travel, payment of travel costs including tickets and living expenses will be agreed upon between the respective UNAIDS team and the Individual Contractor, based on UNAIDS Travel Policy for external consultants.

Monitoring and reporting arrangements

The selected consultant will be supervised by the Human Rights and Law Adviser of UNAIDS Regional Support Team Asia and the Pacific. Detailed time-bound deliverables will be agreed upon with the supervisor.

Note

To combat the spread of COVID-19, the consultant might be expected to telework certain periods of time as agreed with the organization.

The successful applicant will have to buy life, health and any other insurance for the contract period.

Closing date

Interested applicants are requested to send their application letter, CV and financial proposal to rstap@un aids.org with cc to supreyapornp@un aids.org by 1700 hrs BKK time on 16 October 2020. Only short-listed candidates will be contacted.