

Terms of Reference

1. POSITION DETAILS

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|-----------------|---|--|
| Position Title | : | Country Technical Assistance Officer (Thailand) For Thai Nationals Only |
| Contract Period | : | 01 April 2021 to 30 September 2021 |
| Reports to | : | Executive Director |
| Location | : | APCOM Secretariat Bangkok, Thailand |

2. ABOUT APCOM

APCOM is a not-for-profit regional organisation based in Bangkok, Thailand, representing and working with a network of individuals and community-based organisations across 38 countries in Asia and the Pacific.

APCOM works to improve the health and rights of gay men, other men who have sex with men and SOGIESC people across Asia and the Pacific.

APCOM has a primary focus on HIV because it is a key health issue for gay men and other men who have sex with men in the region. APCOM also address other related health issues for our communities such as sexual health, mental health, and drug use.

APCOM also focuses on improving relevant human and legal rights across the region as discrimination, stigma, criminalization and exclusion impact on the health outcomes of the communities we serve.

3. U=U OFFICER

3.a. About EpiC Project

Meeting Targets and Maintaining Epidemic Control (EpiC) is a global project funded by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the U.S. Agency for International Development (USAID) which is dedicated to achieving and maintaining HIV epidemic control. It is led by FHI 360 as prime and has a five-year period of performance from April 15, 2019 to April 14, 2024.

EpiC builds upon the successful investments in key population (KP) programming from the USAID-funded, FHI 360-led Linkages Across the Continuum of HIV Services for Key Populations Affected by HIV (LINKAGES) project (2014 – 2021). EpiC is designed to break through remaining, persistent barriers to achieving the 95-95-95 goals among both key and priority populations (PP) and promotes self-reliant management of national HIV programs.

Working across APCOM's Programmes Unit and Communications Unit, the Project Communications Officer will provide assistance during the planning and implementation phase of projects by tracking and updating the work plans, milestones, timely reporting, adhering compliance towards organisational policies and donor requirements, overall contributing towards strong programme management systems and documentation within the unit. The position will also work directly with APCOM's country partners in Indonesia, Myanmar, Nepal and Philippines.

3.b. About “Undetectable=Untransmittable”

The landmark research finding about PLHIV with undetectable viral load (virally suppressed) CANNOT pass on the virus through sexual transmission was based on HPTN, PARTNERS and PARTNERS2 Studies. Hence, the “Undetectable=Untransmittable (U=U)”. It is an established and scientifically sound and proven concept in HIV prevention. The PARTNERS2 Study, which is a ‘real-life’ study, showed that among the 77,000 condomless sex acts among gay men and other men who have sex with me, there were ZERO transmissions linked to their HIV positive partner. There is zero evidence that HIV transmission is actually possible with a suppressed viral load. The Center for Disease Control and Prevention (CDC) presented 100% effectiveness of Antiretroviral Therapy (ART) for people living with HIV to prevent sexual transmission. This also highlights that the ‘optimal use’ of ART (taking ART daily as prescribed and achieving and maintaining viral suppression) is an effective prevention strategy to reduce the risk of acquiring or transmitting HIV. This is achieved if people diagnosed positive of HIV is put into treatment as early as possible.

Under the KPIF-Thailand, **APCOM will provide technical assistance to Thai community-based organizations to promote ‘U=U’ messaging to increase uptake of antiretroviral therapy (ART) and continuity of treatment among PLHIV toward achieving epidemic control in the country.** The technical assistance will cover production of resources which can be used to organize activities and increase awareness among Community-Based Organisations (CBOs) and healthcare professionals about U=U and its applications in clinical practice, and strategic dissemination of evidence-based U=U messaging to educate a wider audience and advocate for ‘U=U’ to be a broader part of the national HIV epidemic response. *(As this is a TA-focused project, the target audience are the CBOs and healthcare providers, NOT the MSM or KP.)*

3.b. Roles and Responsibilities

The U=U TA Officer will adapt key messaging on the principles of U=U to the context of Thailand with a focus on improving access to ART and retention for viral suppression. The officer will facilitate the discussion and provision of TA on dissemination activities with CBOs in Thailand. The officer is also tasked to oversee the implementation of social and behavioral change communications (SBCC) activities in the country and organising a mid-project evaluation of the dissemination activities.

- Conduct country-focused situational analysis and needs assessments with community organisations and relevant technical agencies to:
 - a. Determine the current level of access of Antiretroviral Therapy (ART) in healthcare settings in Thailand;
 - b. Identify the social and structural barriers limiting the access to the life-saving ART;
 - c. Document the implementation of national policies and programs ensuring early access to treatment, as well as map out the structure and relationship of institutions involved in the HIV treatment service delivery;
 - d. Assess the technical and programmatic capacity of community-based organisations and identify the specific technical assistance needs for an effective implementation of social and behavioral communications change (SBCC) activities;
- Support APCOM and Thai-based community-based organisations and KP-led groups to design, plan, budget/cost, and implement SBCC activities to promote the messaging using the principles

of U=U among key population who are living with HIV, as well as medical practitioners and service providers;

- Ensure that peer-to-peer nature of the technical assistance is realized while proactively strengthening the technical and program capacity of the CBOs;
- Support country-level key population networks in mobilizing communities and implementing advocacy activities as part of the behavioral change communications using the principles of U=U;
- Lead all aspects the management of complex, multi-stakeholder projects, with support from senior management, ensuring financial accountability, timeliness and quality;
- Manage monitoring, evaluation and reporting for projects under their supervision, including establishing and maintaining appropriate advisory structures;
- Recommend appropriate management and technical adjustments into project workplans, in consultation with senior management and key partners to ensure quality in compliance with the project or donor requirements;
- Document the status of project implementation, challenges in conducting activities as well as develop quarterly narrative reports as required by the donor.
- Establish and maintain relationships with regional key population networks and explore opportunities in adopting the principles of Undetectable=Untransmissible (U=U) as social and behavioral change communications based on Asian contexts;
- Promote and reinforce the role of APCOM in representing the PLHIV community in the region, as well as a technical assistance provider to ensure community or KP-led HIV response

4. KNOWLEDGE AND SKILL REQUIREMENTS

4.a. Education

A university degree in social sciences, social policy and development, or other related fields. Although not required, applicants with Master's Degree on Public Health is desirable.

Fresh graduates with exceptional academic performance and displayed inspiring leadership skills are encouraged to submit their applications.

4.b. Experience

- Experience working with organisations or networks led by, and/or serving, LGBTIQ communities and key populations affected by HIV;
- At most 3 years of professional experience with non-government organisations in Thailand;
- A professional profile which includes technical assistance, capacity development and project management experience include short-term projects;
- Sound technical knowledge in either of the following:
 - HIV programming and HIV service delivery;
 - Social behavioral change communications, and campaign implementation
- Desirable but not necessary - experience in facilitating workshops or trainings with members of the key population or LGBTQI communities;
- Desirable but not necessary - have attended trainings on Human Rights, international instruments, Conventions and Principles on human rights;
- Proficiency in using Microsoft Office

- Demonstrated high proficiency in both Thai and English (reading, writing and speaking)
- Ability to work under pressure, with limited day-to-day support
- Ability to work independently and as a team
- Ability to analyse and consolidate information from multitude sources and prepare background papers
- Ability to meet deadlines with strong attention to detail and quality
- Sensitive and professional approach to sexuality and sexual health issues

Approved
Executive Director
March 2021

PREPARING YOUR APPLICATION:

If you think you have the passion, skills and qualifications for this position and would like to join our team please prepare your application by addressing each point listed in section 4 ‘Knowledge and Skill Requirements’ in the above position description/brief in your cover letter. You are required to state how your skills, knowledge, experience and qualifications relate to the position. It is recommended that you address each criterion separately in point form. You should use statements with examples that clearly demonstrate your competency in a particular area.

Applicants who fail to demonstrate that they meet the requirements and failure to submit the concept note will not be invited to attend an interview.

Please attach this **application** along with **your CV, covering letter stating your proposed monthly rate** and submit to the APCOM Secretariat by emailing JoinUs@apcom.org no later than **26 March 2021 5:00 PM GMT+7.**

The completeness and relevance of your application will determine whether or not you are called for an interview. Where a large number of applicants meet the essential and desirable requirements, only those applicants who most strongly meet the requirements will be selected for interview.

SUBMISSION CHECKLIST:

Please ensure that you have attached and included the following information to ensure your application is complete.

- CV with 3 references
- Application addressing each point listed in Section 4 ‘Knowledge and Skill Requirements’
- Cover Letter (Please explain how you meet the qualifications outlined in this Terms of reference, and why you consider yourself appropriate for the role. Please include proposed monthly salary in Thai Baht)