



JOB PROFILE

Title: Programme Officer (JPO)
Grade: P2 (In accordance with Agreement between Donor Country and UNAIDS)
Department/Unit: UNAIDS Country Office in Indonesia
Location: Jakarta, Indonesia
Duration of assignment: 2 years with possibility of extension

About UNAIDS

Serving Countries and Communities to End Inequalities and AIDS

We, the Joint United Nations Programme on HIV/AIDS, lead the global effort to end AIDS as a public health threat by 2030. By placing the Sustainable Development Goals (SDGs) related to reduction of inequalities at the heart of our work, we lead the global response to AIDS by: (i) maximizing equitable and equal access to HIV services, (ii) breaking down barriers to achieving HIV outcomes, and (iii) integrating efficient HIV responses into wider health and protection systems.

We are committed to creating an equal, safe and empowering workplace culture where all people in all their diversity thrive. We live our values of Commitment to the AIDS Response, Integrity and Respect for Diversity. You can access the full UNAIDS Competency Framework [here](#).

Organizational Context

UNAIDS serves as the lead coordinating body for international development partners in the HIV response, bringing together expertise from the Joint United Nations Program on AIDS and other technical agencies in supporting the government of Indonesia to reach the 95-95-95 targets. With support from PEPFAR and DFAT, UNAIDS works to provide technical assistance for the National AIDS Program to maximize the investment made by the development toward achieving 95-95-95 in Indonesia.

Globally, human rights-related barriers that include HIV-related stigma and discrimination remain a major barrier to achieve the 95-95-95 targets. HIV-related stigma and discrimination; punitive laws, policies and practices; and gender inequality and gender-based violence continue to keep people in need from accessing vital HIV services. Stigma and discrimination take many forms, including disparaging attitudes, sub-standard treatment and denial of treatment, and reduce people's uptake of and retention in prevention and treatment. In the context of health care, unsupportive laws and policies can also limit access to HIV and sexual and reproductive health services for adolescents and especially young people (e.g., age-of-consent laws and parental

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consent requirements). In many countries, there are also laws that criminalize behaviors and populations, driving those who need HIV services underground and away from such services. These include criminalization of sex work, drug use, same-sex sexual relations, non-conforming gender identities and overly broad criminalization of HIV non-disclosure, exposure and transmission.

In Indonesia, a recent study documented at least 187 cases of HIV-related human rights violations, in the form of stigma, discrimination, and hate speech, experienced by PLHIV and KPs January 2021 to September 2022 alone (LBHM, 2023). As to the legal environment, drugs possession is criminalized under the penal code and narcotics law, while there are at least 265 ordinances and policies on public order that are loosely interpreted and can be used to target key populations (LBHM, 2023), particularly sex workers. Additionally, there are at least 45 ordinances deemed discriminatory against LGBTIQ people (Arus Pelangi, 2019).

This situation will potentially escalate raids and arbitrary law enforcement towards key populations in Indonesia. One of the biggest challenges in addressing HIV-related discrimination in Indonesia is the lack of national legal framework extending protection for PLHIV and key populations based on their HIV status, sexual orientation, gender identity and expression, sex work, and drugs use. Therefore, creating an enabling legal environment through legal reform and removal of legal barriers remains to be of utmost importance and the highest strategy priority for Indonesia.

Supervision

Name of Supervisor: Krittayawan Boonto

Title of Supervisor: UNAIDS Country Director

Content and methodology of supervision:

As part of the UNAIDS JPO programme overall framework, the JPO will benefit from the following supervision modalities:

- Structured guidance provided by the supervisor, especially in the beginning of the assignment, with the purpose of gradually increasing the responsibilities of the JPO.
- Establishment of a work plan, with clear key results (Performance Evaluation Report) and completion of the yearly Performance Evaluation Reports.
- Effective supervision through knowledge sharing and performance/development feedback throughout the assignment.
- Participation in Unit/Team/Office meetings to ensure integration and operational effectiveness.
- Guidance and advice in relation to learning and training opportunities within the field of expertise.
- Regular calls organized by the Human Resources Department (individually and/or as a group) to establish a community of practice and provide networking opportunities for JPOs. Specific emphasis is set on mentoring and supporting first-year JPOs.

Key responsibilities

Reporting to the UNAIDS Country Director, the incumbent will support the UNAIDS Country Office Indonesia in the advocacy to reduce gender and human rights related barriers, working with all teams in UCO, particularly Community Engagement, Human Rights & Gender and Data for Impact.

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This will include the following:

- Assist UCO in the development of strategic advocacy materials such as policy briefs, briefing paper, factsheets on HIV-related stigma and discrimination; punitive laws, policies, and practices; and gender inequality and gender-based violence.
- Support for UCO engagement in strategic advocacy and research on HIV-related stigma and discrimination; punitive laws, policies, and practices; and gender inequality and gender-based violence. This may include engagement in the following study: HIV Stigma Index; Stigma & Discrimination in Health Setting; CLM Report of Violence and Human Rights Violation Faced by Key Population; Economic Cost of HIV-related stigma & discrimination; Costing of Program to Reduce Gender-barriers and HIV-related Stigma & Discrimination.
- Assist UCO in the development of community-led resource mobilization strategy to address HIV-related stigma and discrimination; punitive laws, policies, and practices; and gender inequality and gender-based violence. This would include:
 - Mapping of potential donors eg private sectors, private foundations, bilateral and or multilateral donors
 - Delivery of technical support and advice for pitching to potential donors and develop resource mobilization proposals by community-led organizations.
 - Facilitate capacity building for community-led groups in strengthening its organizational capacity including on managing and implementing funding support in an accountable manner.
- Support for UCO engagement in the strategic meetings with national agencies / stakeholders, community-led organizations, human rights group and UN/Development Partners on HIV-related stigma and discrimination; punitive laws, policies and practices; and gender inequality and gender-based violence. National agencies may include the Ministry of Human Rights and the Ministry of Law & Human Rights.
- Assist UCO in responding to requests from the Country Offices related to gender and human rights related barriers in Indonesia.
- Travel as required to the field, meetings, workshops, conferences etc. and submitting minutes of meeting and travel reports with follow-up recommendations upon return.

Learning Elements:

Upon completion of the assignment, the JPO will be able to:

- Deliver a set of policy advocacy materials to reduce gender and human rights related barriers to access HIV services.
- Develop expertise in strategic advocacy and research to reduce gender and human rights related barriers to access HIV services.
- Demonstrate a thorough knowledge on programming to reduce gender and human rights related barriers to access HIV services.
- Have a good understanding on how to pitch to potential donors and provide technical support for resource mobilization by community-led organizations on programme to reduce gender and human rights related barriers to access HIV services.

Linkages with other units

Internal

UNAIDS Regional Support Team in Bangkok and in UNAIDS, Geneva.

Purpose

To request and provide information; enlist support/funds/expertise; identify research and development needs.

UNAIDS staff in various countries.

Exchange/share experiences and views; develop collaboration - linkages between different national efforts and organizations

External

Heads of HIV in other UN agencies.

Purpose

To provide assistance and support in their coordinating role; to assist in planning and finding and utilization of available information; to provide reliable information related to vulnerable groups

National AIDS Authority (NAA), other relevant government agencies, civil society organizations and cooperating partners.

To participate/collaborate in reviews, development for planning, implementation, and evaluation of activities.

Staff and Officials of the UN Joint Program, and UN agencies, donors, NGOs.

To facilitate/promote provision and exchange of information.

Post requirements: knowledge and experience

EDUCATION

Essential: Advanced university degree at Master's level in international relations, international law, social and/or political science, public administration/management, or in similar fields.

EXPERIENCE

Essential: At least two years of relevant work experience in HIV and human rights programme. Experience in the field of resource mobilization with the private sector, bilateral and or multilateral development organization is an asset.

Desirable: Experience in working with HIV key population and supporting community-based groups in resource mobilization

LANGUAGES

Essential: Advanced level of English.

Desirable: Working knowledge of any other UN language an asset. Note that all meetings in Indonesia are conducted with Indonesian language, hence some basic knowledge of Indonesian language, or willingness to learn Indonesian language will be highly useful.

FUNCTIONAL/TECHNICAL KNOWLEDGE/SKILLS

- Demonstrated understanding of HIV and AIDS issues especially in the context of concentrated HIV epidemics among key population
- Demonstrated awareness of the UN Joint Team and UNAIDS' mandate and roles especially at the country level
- Knowledge of the principles, practices, tools and techniques of fundraising and partnerships
- A good knowledge of donor organizations and issues relating to donor funding;

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- Good proposal writing skills, knowledge of the multisectoral dimensions of AIDS and of global development issues;
- Strong analytical and writing abilities.

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. Exercising sound judgement
2. Building relationships and Networks

7. Certified as an accurate description of the work assigned (and performed if the position is occupied):

1st Level Supervisor

Name: Krittayawan Boonto

Title: UNAIDS Country Director, Indonesia

Signature:

Date:

2nd Level Supervisor

Name: Eamonn Murphy

Title: Regional Director, RST Asia and the Pacific

Signature:

Date:

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