



JOB PROFILE

Title: Programme Officer (JPO)

Grade: P2

Department/Unit: UNAIDS Regional Support Team Latin America and the Caribbean

Location: Panamá City, Panamá

Duration of assignment: 2 years with possibility of extension (in accordance with Agreement between Donor Country and UNAIDS and pending availability of funding)

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

Latin America and the Caribbean is a region of great contrasts. Since 2010, AIDS-related deaths have decreased by 28%, but in the same period of time, mortality among women has increased in countries such as Costa Rica, El Salvador, Mexico, Panama, Paraguay and Peru. LAC is the region with the greatest financial autonomy, since 96% of the response to HIV is supported by its own resources. However, new infections increased by 9% and 66% of new infections affect the most vulnerable populations and their partners. HIV prevention programmes in the region are not effective at reaching the populations most at risk of HIV infection. Despite increased availability of pre-exposure prophylaxis (PrEP), post-exposure prophylaxis and HIV self-testing, the uptake of these options remains low compared with other regions. Only 204,000 people used PrEP at least once in 2023, compared to the target of 2.3 million people by 2025 for the region. This is a reminder of the need to foster demand and to involve communities in providing these kinds of services.

LAC also exhibits great inequalities. High prevalence has been reported among non-migrating afro-descendant and Indigenous populations in some countries, including Brazil, where the

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prevalence of HIV among afro-descendant women is two times higher than in the overall female population (2), and Guatemala, where HIV prevalence among afro-descendant Garifuna populations is estimated at 1% (3). High HIV prevalence (over 5%) has been reported among Indigenous communities in the Bolivarian Republic of Venezuela (Warao) (9.6%), Peru (Chayahuita) (7.5%), and Colombia (Wayuu women) (7.0%), with geographical and linguistic barriers among the factors affecting access to services for Indigenous people. Countries are having to adapt their HIV responses to the significant movements of migrants and refugees in the region (4). As of November 2023, there were over 6.5 million Venezuelan migrants in Latin America, with significant populations in Colombia (2.9 million) and Peru (1.5 million) (5). Emerging data from across the region suggest that HIV prevalence among migrants is at least double the regional average.

The UNAIDS Regional Support Team provides leadership and coordinates the United Nations system's expanded HIV response in Latin America and The Caribbean. Using a lens of human rights and gender equality, the UNAIDS Multi Country Office advocates for the elimination of barriers to access differentiated and affordable HIV prevention, care, and treatment services by people living with HIV and key populations including migrants and refugees. It promotes the implementation of the Global AIDS Strategy (2021-2026), "Ending Inequalities" by strengthening capacities of community-based organizations to demand nondiscrimination health services, the development and use of strategic information for policy and programme development, knowledge transfer and south to south cooperation between countries for better understanding and tracking of the HIV epidemic and its trends.

RST support countries through Multi Country Offices along the region except México, Costa Rica and Cuba, those countries are supported by advisor and officer from the RST.

Given the scarce resources in the region, the RST focuses on its convening and catalytic role by promoting strategic actions that add value to the actions of community organizations, governments and donors in the region.

Supervision

Name of Supervisor: Yacid Estrada

Title of Supervisor: Senior Advisor for Science, Systems and Services

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.

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- 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 Senior Advisor for Science, Systems and Services, the incumbent will contribute to address bottlenecks in prevention services by communities of people living with and affected by HIV, key populations, including migrants and refugees. In particular, the incumbent will have the following responsibilities.

- Assist in providing technical support to the office and national partners in the review of the capacity of health systems and services to deliver efficient people centered combination prevention services.
- Assist in the design implementation, monitoring and evaluation of activities related to HIV treatment and prevention within the framework of the work of the joint HIV team of the United Nations System, as well as projects with civil society and other cooperation partners in particular projects financed by the Global Fund
- Attending meetings, conference calls, webinars, developing notes for the record, Power Point presentations and terms of reference as needed.
- Coordinate South-South cooperation initiatives with counterparts in the different sectors of the HIV response in other countries of the region and with other UNAIDS offices, the exchange of good practices of differentiated service delivery.
- Prepare reports for the UNAIDS office on progress of the biomedical targets (95%-95%-95%).
- Capacity to communicate with health authorities, community leaders and cooperation partners.
- Knowledge of methodologies, tools, systems and experience in the application of practical experience in planning, monitoring, evaluation and reporting.
- Ability to strengthen and sustain the capacities of individuals, societies, organizations and governments to establish and achieve development objectives over time.
- Working knowledge of goal-oriented project planning or results-based management
- Any other activities as required or assigned by the supervisor.

Learning Elements:

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

- Knowledge on the UN Reform through the implementation of the UN Development Sustainable Cooperation Frameworks, HIV Joint Plans and UBRAF country envelopes;
- Practical knowledge on HIV joint programming with UNAIDS Cosponsors.
- Experience on knowledge management and know how transfer to counterparts (government, affected communities, NGOs and academia);
- Comprehension of human rights and gender inequalities challenges faced by key populations in concentrated HIV epidemic in MICs;
- Skills and competences in the usage of HIV data for strategic advocacy and communication.

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Linkages with other units

Internal	Purpose
LAC Regional Support Team	Collaborate with the advisors who support Mexico, Costa Rica and Cuba in the coordination policy and programme implementation, events, and communications.
Global Centre Areas of Practice UNAIDS	Contribute with global policy, programme and advocacy efforts, events, reports, and communications.

External	Purpose
National authorities (CCMs, Ministries, Municipalities, etc)	Coordinate technical assistance in support of policy and programme implementation, joint events, and communications.
Communities of PLHIV and key populations, and population left behind.	Strengthen institutional, governance and technical capacities of community and civil society organizations
Office of Resident Coordinators and UNAIDS Cosponsors in Mexico, Costa Rica and Cuba	Implementation of UNSDCF, UN Trust Funds UBRAF country envelopes and Joint UN Plans.

Post requirements: knowledge and experience

EDUCATION
Essential: Advanced University degree at Master's level in international development, communications, international relations, or in similar fields.

Desirable: Master's degree related to the field of international relations, public administration, law, health, development, human rights, and /or gender.

EXPERIENCE

Essential: At least two years of work experience relevant for the position.

Experience working with local, regional or central government is an asset.

Desirable: Previous experience working with the government, UN and/or NGOs in programme implementation of the UN Sustainable Development Agenda.

LANGUAGES

Essential: Advanced level of Spanish and English.

Desirable: Knowledge of additional UN official languages.

FUNCTIONAL/TECHNICAL KNOWLEDGE/SKILLS

- Adaptability and Flexibility

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- Commitment and Motivation
- Knowledge Sharing
- Strong analytical and writing abilities.
- Advance level of Microsoft Office
- 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: Yacid Estrada

Title: Senior Advisor for Science, Systems and Services

Signature:

Date:

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2nd Level Supervisor

Name: Luisa Cabal

Title: Regional Director

Signature:

Date:

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