**Terms of Reference**

**Position title**: Outreach Worker

**Position Level: O1**

**Number of Post**: 1

**Duration of contract**: Two years of the signing of contractual agreement.

**Duty Station**: Health Information Service Centers (HISC), Phuentsholing.

**Supported through:** Global Fund support to NACP

**Background**

Sex work and Men having Sex with Men (MSM) are hidden in Bhutan and very little is known about these populations in terms of STI/HIV incidences and prevalence. Currently, officially reported numbers of MSM and transgender (TG) as well as people with high sexual behavior (sex workers (SW)) is very low compared to the national estimates. This gestures that these populations are still hidden and do not avail health services, possibly due to the fear of stigmatization and discrimination within the family, society and at health centers. Furthermore, there is limited access and coverage of STI/HIV services targeted to these population groups. Studies in other countries show that the risk of HIV transmission and HIV prevalence is much higher among these populations than in general population. Also, it is seen that network among these populations is very poor impeding the access to and coverage of STI/HIV preventive and treatment services.

Thus, considering the high vulnerability to STI and HIV infection in these key populations, it is eminent to expand and reach out the STI/HIV services to them through targeted interventions and improved networking among them. Therefore, there is a need to recruit outreach coordinators who can be fully dedicated in coordinating and managing programmes for these populations, working closely with them, increasing network among them and reaching the services to them.

**Objectives**

1. To reach the un-reach key population with comprehensive HIV and STIs prevention services.
2. To enhance the knowledge on HIV and STIs prevention and transmission and associated risk factors for their peers.

**Scope of work:**

Under the overall supervision of Program Manager, NACP and under the direct supervision of the HISC In-charges, the Peer Educators (PEs) or Outreach Workers (ORWs) will be responsible to execute the following responsibilities;

1. Educating peers (FSWs, MSM, TGs and IDUs including the vulnerable population) on STIs and HIV in one-on-one and small group sessions.
2. Assisting peers to access condoms, STIs and voluntary counseling and testing (VCT) services.
3. Distributing condoms / lubricants and demonstrate correct condom use to their peers.
4. Participating in HIV outreach and in-reach services and other public events to disseminate importance of HIV testing and benefit of timely treatment.
5. Distributing educational materials to the peers on prevention and transmission of HIV and STIs.
6. Teaching peers to negotiate safer sex (Hetero sex, anal sex and oral sex), prevention and transmission of HIV and STIs including the benefit of timely diagnosis and treatment.
7. Functioning as leaders, change agents, role models and innovators in the community.
8. Facilitating and catalyzing the development of positive self-image and self-esteem within the key populations.
9. Facilitating community mobilization and the process of individual and community empowerment through networking and mapping of the hotspots.
10. Maintaining recording and reporting of day-to-day outreach and in-research activities to HISC for onwards submission to NACP.
11. Perform any other tasks related to HIV, AIDS and STIs prevention under the stewardship of NACP and HISCs.

**Required Qualification**

* Qualification: Class X & above
* Should belong to MSM, TG and SW community/network.
* Should have an adequate writing skill in English (Preference will be given to applicants having good knowledge on use of Microsoft word, excel and power point)
* Having multilingual will be an added benefit.

**Experiences**

* Preference will be given those to those having experience of working with Non-Governmental Organizations (NGOs) or Civil Society Organization (CSOs) in the areas of HIV, AIDS and STIs prevention.

**Timing**

* Formally working hours from 9 a.m. to 5 p.m.
* For out-reach and in-reach activities time will depend upon the nature of the work.

**Others**

* Notify Human Resource Division, MoH through NACP in writing at least one months in advance, if the candidate wishes to resign