

Vacancy Announcement
Program Lead
April 2019

Description of Duties

The Program Lead plays a key role in our energetic and ambitious transformation of the organization. The GNP+ Program Lead is ultimately responsible for the overall implementation and evaluation of the organization's programs. The Program Lead is also responsible for the management of Program Managers and the performance of the Program Department.

The Program Lead works closely with GNP+'s Executive Director (ED) and designs programs with the direction of the Executive Director. The Program Lead will provide programmatic and strategic advice to the ED. Under the direction of the ED, the Program Lead will be also required to represent GNP+ externally and/or delegate the representation to relevant program staff.

Key Responsibilities

1. Provide advice, feedback and analysis on overall organizational positioning, advocacy messaging and prioritization of issues working in partnership with the Executive Director. This includes:
 - a. Actively scan the political environment GNP+ is operating in, noting evolution of issues, emerging issues and any other thematic issues that are relevant for GNP+'s mission
 - b. Advise on organizational positioning on strategic issues, including issues that require immediate attention
2. Responsible for the development, implementation and evaluation of the Results Framework
 - a. Lead the process of designing, updating and evaluating the Results Framework
 - b. Develop and finalize the Results Framework report
 - c. Regularly monitor alignment of project implementation and achievements, with the Results Framework and course correct project implementation when necessary
3. Responsible for overall program strategy, implementation, and evaluation including thematic workplan and ad-hoc workplan
 - a. Lead the process of development, updating and evaluation of the thematic workplan on Global Advocacy, Knowledge Management and Community Mobilization
 - b. Lead the process of development, updating and evaluation of the other ad-hoc workplans such as Sustainable Financing
 - c. Responsible for the alignment between all workplans and the Results Framework
 - d. Manage organizational resources in delivering all workplans
4. Lead and Manage the Program Unit
 - a. Lead, inspire and motivate the Program Unit
 - b. Lead the recruitment process of program staff and ensure that the unit has the appropriate skill sets and capacity to deliver on the Results Framework

- c. Develop a Terms of Reference for Program Managers and provide oversight on the roles and responsibilities of Program Officers
 - d. Conduct regular performance appraisals and manage the level of performance of Program Managers
 - e. Line manage Program Managers
5. Support resource mobilization
- a. Under the direction of the Executive Director, lead the development of project proposals
 - b. Coordinate with the Finance Lead in developing project budgets, particularly on the organization's operational expenses such as salaries, rent, etc
6. Represent GNP+ in relevant events and forums
- a. In coordination with the Executive Director, represent the organization in external events and forums
 - b. Delegate the representation to appropriate program staff and ensure content preparation in attending events

Candidate Profile

This position requires a person who is highly self-motivated in developing the entire Program Department. The person should share the organization's core mission and primary principles and be enthusiastic about the new trajectory of GNP+. The person should also demonstrate strong analytical skills, critical observations and high awareness of the global political situation and health & development landscape in which GNP+ operates. The person should demonstrate positive leadership and be able to influence team dynamics.

Skills Specification

	Essential	Desirable
Qualifications /Knowledge	<p>Graduate level qualification or minimum 10 years of active work on issues around HIV, key populations or human rights</p> <p>In-depth understanding of the political environment GNP+ operates in, including global discussions on HIV, health and human rights, and the Sustainable Development Goals</p> <p>In-depth understanding on the work of people living with HIV in at least one region</p>	<p>In-depth understanding of social science research and studies</p> <p>In-depth understanding of one of the following areas:</p> <p>Human Rights Stigma and discrimination Community-based services HIV treatment Key population issues</p>

Experience	Consistent program management and implementation experience on specific issue(s)	Experience in global policy analysis on issues related, developing global advocacy campaign, or managing large scale community mobilization/strengthening programs
Thematic Strength	Expertise on human rights and/or stigma & discrimination and/or access to treatment for people living with HIV and/or key populations	Expertise on HIV/TB and/or HIV/HCV co-infections and/or sustainable health financing, and/or SRHR, and/or communicable & non-communicable disease related issues
Management Experience	Experience in managing a multicultural team with a wide spectrum of skill sets	Experience in remote-management where team members are spread across the globe

To apply, please send a cover letter, references and resume to recruitment@gnpplus.net before **11th of June at 23:59 CET (Amsterdam Time)**. People living with HIV are **STRONGLY** encouraged to apply.

GNP+ is committed to maintaining a non-discriminatory work environment that values diversity and inclusion and does not discriminate against any employee or candidate for employment on the basis of race, color, religion, sex, national origin, age, and disability, history of incarceration, marital status, sexual orientation, gender identity or expression.