



Call for Candidates for Roster of Practitioners in HIV and Human Rights

Introduction

The global agenda for sustainable development includes a target for ending the AIDS epidemic by 2030. To achieve this ambitious objective, UNAIDS has called on all countries to harness the next several years (until 2020) as a key window of opportunity for rapidly scaling up the HIV response in three main areas: HIV prevention, HIV testing and HIV treatment.

This Fast-Track approach—endorsed by the United Nations (UN) General Assembly in the 2016 Political Declaration on Ending AIDS—requires maximizing existing tools in order to quicken the pace of progress to achieve specific targets and end the AIDS epidemic as a public health threat by 2030. Despite this, it will not be possible to Fast-Track the HIV response and end the AIDS epidemic without addressing human rights.

Gender inequality continues to undermine efforts to address HIV among women and girls around the world, and while many populations remain highly affected by HIV, they have inadequate access to effective quality prevention, testing and treatment services. These populations, which are being left behind by the response, include adolescents and young people (particularly adolescent girls and young women in eastern and southern Africa), indigenous communities, sex workers, prisoners, migrants, gay men and other men who have sex with men, transgender people and people who inject drugs.

Human rights barriers— including stigma and discrimination, violence and other abuses, negative social attitudes and legal obstacles—contribute to vulnerability to HIV among these populations and limit their access to prevention, testing, treatment and care services.

Fast Track and Human Rights

UNAIDS is supporting countries to scale up testing, prevention and treatment programs to achieve their national Fast Track targets by 2020.

Efforts to Fast-Track HIV prevention, testing and treatment services can and should be grounded in human rights principles and approaches that will help maximize the reach and impact of HIV prevention, testing and treatment programmes. It will also help to address potential human rights challenges and prevent abuses that may occur in the context of urgent efforts to FastTrack the HIV response.

In order to protect people living with and affected by HIV and to support effective responses to HIV, UNAIDS recommends that every national HIV response include key programmes to reduce stigma and discrimination and increase access to justice.¹ Its imperative that these programs are based on human rights principles, address barriers to HIV services and that they leave no one behind.²

¹http://www.unaids.org/sites/default/files/media_asset/Key_Human_Rights_Programmes_en_May2012_0.pdf

²http://www.unaids.org/sites/default/files/media_asset/JC2895_FastTrack%20and%20human%20rights_Print.pdf

Terms of Reference

In order to strengthen our capacity to effectively support member states, civil society and other partners worldwide, the UNAIDS Human Rights and Gender team invites eligible and interested experts and legal professionals with demonstrated experience in human rights programming, health and HIV, to submit their application to be included in one or several of the Roster categories listed below.

These resource people may be retained by UNAIDS to (1) support countries to scan their HIV-related laws, policies and practices and/or (2) develop proposals, support the implementation, monitoring or evaluation of human rights programmes relating among others to the following:

1. Reduce stigma and discrimination;
2. HIV-related legal services to facilitate access to justice and redress;
3. Advocate and monitor law reforms, regulations and policies related to HIV;
4. Reduce legal literacy (“know your rights”);
5. Sensitize law-makers and law enforcement agents;
6. Train health care providers on human rights and medical ethics related to HIV; and
7. Reduce discrimination against women in the context of HIV

Scope of Work

- Provide technical support to country offices and national partners in the areas of HIV-related legislation, human rights and gender equality;
- Draft country and regional project proposals relating to HIV, human rights and gender equality;
- Provide research, analytical, and writing support for policy guidance, issue briefs, concept notes and other documents, relating to promoting human rights and gender equality for effective HIV responses;
- Provide technical support on the development, implementation, monitoring or evaluation on any of the 7 human rights programmes described by UNAIDS.
- Contribute to various regional and country-specific studies and knowledge products with reference to health, human rights, community systems strengthening and advocacy;
- Support regional and national human rights, community systems strengthening and advocacy policy development and advisory services relating to HIV, human rights, gender equality and inclusion of marginalized populations.

Competencies

- Strong track record in project management, with UN experience being an asset;
- Understanding of government functioning and systems;
- Knowledge of methodologies, tools, systems and experience in the application of practical experience in planning, monitoring, evaluating and reporting;
- Familiarity with the Global Fund, PEPFAR or another health donor would be advantageous;
- Ability to strengthen and maintain the capabilities of individuals, societies, organizations and governments to set and achieve development objectives over time;
- Working knowledge of objectives-oriented project planning, or results-based management;
- Leadership skills;
- Strong interpersonal and communication skills;
- Strong analytical, reporting and writing abilities skills;
- Openness to change and ability to receive/integrate feedback;

- Ability to plan, organize, implement and report on work;
- Ability to remain calm and work under pressure and tight deadlines;
- Proficiency in the use of office IT applications and internet;
- Excellent presentation and facilitation skills;
- Demonstrates integrity and ethical standards;
- Positive, constructive attitude to work

Required skills and experience

- A master's degree in public health, law, human rights, international development, or a relevant field;
- A minimum 5 years (P3 level) of relevant work experience in HIV, health, human rights or a related field;
- Excellent oral and written English is essential; knowledge of an additional UN language (French, Spanish, Russian, Arabic, or Chinese) considered an asset
- Work experience from a developing country highly desirable;
- Knowledge of UN and/or UNAIDS procedures, grant applications and program implementation is highly desirable;
- Excellent writing, research, analysis and presentation skills.

Evaluation of Applicants

The evaluation of each application will be based on a set of selection criteria as listed below based on the information submitted by each candidate.

Only candidates obtaining a minimum of 49 points (70%) out of a maximum 70 points on the Technical Evaluation will be considered for the Financial Evaluation.

Criteria for Technical Evaluation (70 points maximum)

- Minimum of 5 years of relevant work experience in HIV and/or health and human rights, especially in a development context (25 points maximum);
- Excellent research, writing, and analytical skills, as evidenced by a submitted writing sample and the experience listed in the candidate's CV (20 points maximum);
- Advanced degree in Social Science, Public Health, Law, human rights, Economics, International Development or a related field (15 points maximum);
- Language (10 points maximum).

A review of the daily fees proposed by technically qualified experts will follow, to determine adherence to maximum allowed UNAIDS daily fees for consultancy at professional P3 level (USD 330/day).

Criteria for Financial Evaluation (30 points maximum)

The following formula will be used to evaluate the financial proposal: $p = y (\mu/z)$, where;

- p = points for the financial proposal being evaluated;
- y = maximum number of points for the financial proposal;
- μ = price of the lowest priced proposal;
- z = price of the proposal being evaluated.

Inclusion in the Roster

The successful candidates will be invited to join the Roster and may be called upon to provide specific technical advice/support on an if/when required basis through an Individual Contract (IC) modality.

However, the addition of an individual in the roster does not guarantee a contract with UNAIDS. The roster will be maintained for a period of 2 years.

Contracting

Once a consultant is included in the roster, upon receipt of a request for services from the hiring unit, the Roster Manager will screen the roster to identify a match between one or several consultants and the requirements stipulated in the Terms of Reference (TORs) for each corresponding assignment.

The identified matched roster consultant will be contacted to confirm availability and to submit an ad-hoc financial proposal. Criteria for award of contract will be dictated by the availability, the level of matching of the expertise with the requirements in the TORs and the cost of the assignment.

The daily fee quoted during this application process shall remain as the ceiling fee and cannot be increased for any offered assignment. Payments shall be made upon satisfactory completion of deliverables.

Monitoring and reporting arrangements

Successful applicants will be supervised by UNAIDS Community Support Adviser in the hiring unit or Adviser appointed by the UNAIDS Country Director.

Travel

Any anticipated mission travel will be included in the TOR for each assignment to allow for inclusion in the financial proposal.

In the event of unforeseeable travel, payment of travel costs including tickets and living expenses will be agreed upon between the respective UNAIDS team and the Individual Contractor, based on UNAIDS Travel Policy for external consultants.

Guidelines for Applications

Interested applicants are advised to carefully review this advertisement and ensure that they meet the requirements and qualifications described.

Step 1: Submit the following documents to demonstrate your qualifications grouped into one (1) single PDF document to Andrea Boccardi (boccardia@unaids.org)

1. Personal CV, indicating experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.
2. Financial proposal (daily fees).
3. One sample of your writing that you feel is most relevant to this consultancy.

Step 2: Once you have submitted all the documents, complete the following registration form accessing to this link: [Registration Form](#)