

## **Job Description**

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| **Title of Post:** | Prevention and Testing Worker – Black African Communities\* |
| **Salary:** | £28,800 pa + 6% pension contribution |
| **Location:** | Positive East Office, RCVS Office and Outreach sites across Redbridge and North East London  |
| **Hours:** | Full-time, 36 Hours per week; evening and weekend work will be required, but time off will be given in lieu of overtime  |
| **Accountable to:** | Prevention and Testing Team Leader |

**This post is for a member of Black African community\* Section 5 Race Relations Act 1976 applies to this post.**

**\*Black African communities includes people of black African descent or mixed heritage**

**Organisational Relationships**

The postholder, in collaboration with the Prevention and Testing Worker – Gay, Bi and MSM communities, will be responsible for delivering HIV prevention activities in Redbridge and across North East London. The postholder will work closely with the RCVS to ensure contractual requirements are met.

### Job Summary

This post within the charity will play a key role in increasing the uptake of sexual health services, HIV testing, and HIV related behavioural change interventions, through targeted outreach within Redbridge and North East London boroughs or events where Redbridge members of the African community will attend.

The aim of the post is to improve the health of African communities and those of African descent in Redbridge and elsewhere in North East London through:

* Identifying and engaging with African individuals and specific target sub groups
* Engaging community groups, businesses, sports and arts associations charities, council services and faith groups and other organisations relevant to African communities to help promote good sexual health and HIV testing
* Cultivating good relationships with faith leaders of black majority churches and mosques to deliver HIV awareness and to challenge HIV stigma in these settings in Redbridge
* Providing appropriate information and supporting individuals in learning how to make better health choices regarding their HIV and sexual health. This will be provided in a number of settings including events and stalls
* Identification of individuals with enhanced sexual health needs through 1:1 interventions and signposting accordingly to appropriate services
* Providing HIV point of care testing and sexual health screening in a range of different venues
* Delivering training for professionals around HIV and the needs of communities at risk
* Recording activity and results for monitoring purposes
* Reporting concrete and anecdotal evidence in order to adapt and improve the service

The post holder will also be responsible for managing and supporting a team of volunteers to deliver appropriate interventions.

### Main Duties and Responsibilities

1. Work with the Prevention and Testing team in organising and facilitating outreach activities to support our prevention interventions
2. Work with RCVS to deliver outreach in Redbridge
3. Be a part of the Prevention and Testing team in the delivery of our HIV point of care testing clinics
4. Deliver workshops and training for professionals and community organizations
5. Understand the diverse nature of African communities and deliver appropriate interventions for target groups
6. Identify acceptable ways to ensure appropriate messaging and acceptable communications around a wide range of issues including HIV testing and STI screening, substance misuse, holistic health and sexual health, PEP/PrEP
7. Deliver outreach through a range of interventions including 1:1 and social media/ netreach
8. Supporting African MSM into appropriate services inc Positive East Redbridge Gay/MSM prevention service
9. Work with internal and external groups and delivery partners to identify and engage with individuals with sexual health issues, including:
* Promoting HIV testing and sexual health screenings
* Engaging African individuals in in-depth conversations (led by questionnaires) where possible, according to targets set by Positive East
* Engaging African individuals in short contacts (e.g. giving out resources) where possible according to targets set by Positive East
* Referring and signposting individuals whose needs cannot be met by outreach workers to appropriate services
1. Work with volunteers providing outreach in a variety of settings, including:
* East London boroughs, with a focus on Redbridge
* Community organisations
* Health settings
* Churches and other faith settings
* Commercial venues including shops, markets, and other providers of services often used by target populations
* Festivals and events inc sporting events
* Positive East HIV Point of Care testing clinics
1. Enter data in an accurate and timely manner and to support the Prevention and Testing Coordinator in delivering monitoring and evaluation reports.
2. Identifying emerging need

#### Representation & Liaison

1. Support and develop effective communications with commercial and community venues, clinics and other key agencies
2. Represent the charity at key identified events
3. Present at key agreed community forums
4. Represent the charity at identified sexual health forums, including Redbridge Sexual Health strategy forum

**General**

**1.0** Carry out the above duties with due regard at all times to the Equal Opportunities Policy and all other policies, procedures and guidelines of Positive East.

**2.0** Keep abreast of medical, social and epidemiological developments in the field of HIV and changes in health and social care issues.

**3.0** In conversation with the Prevention and Testing Team Leader, identify gaps in knowledge and access training and development

**4.0** At all times to act in a way that upholds the ethos and professional standing of Positive East

**5.0** Take part in key organisational events and activities including pride, WADand Red Run

**6.0** Carry out any duties appropriate to the grade, as required.

This Job Description will be reviewed with the post holder annually.

**Section 5 Race Relations Act 1976 applies to this post.**

Person Specification for:



Prevention and Testing Worker (African Communities)

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| **Criteria** | **Method of Assessment** |

E = Essential, D = Desirable

1. **Experience**

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| At least one year’s experience of working with or volunteering within health or social care | Form & Interview (E) |
| At least six months experience of outreach work, i.e. face to face with the public, in the community | Form, Interview (E) |
| Experience of working in a range of different settings, including commercial, clinical or non commercial settings  | Form (E) |
| Experience and understanding of working to and achieving set targets | Form and Interview (D) |

**2.0 Knowledge**

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| Some knowledge and understanding of the needs and issues faced by people affected by HIV in the UK | Form & Interview (E) |
| Understand the broad health and health services needs of African communities and the social & cultural context within which these communities operate | Form & Interview (E) |
| Understand approaches to helping people change their behaviour and reduce risk taking | Form & Interview (E) |

**3.0 Skills & Abilities**

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| Good oral and written negotiation/ communications/relationship skills which are effective and persuasive. A high standard of spoken and written English | Form, Interview (E) |
| Ability to engage with and speak to members of the public | Form, Interview (E)  |
| Understand social media and other forms of online technology | Form, Interview (D) |
| Experience of the provision of HIV Point of Care testing services; (Point of care testing training will be provided to the successful applicant) | Form & Interview (D) |
| Effective team player skills and an ability to co-ordinate and support volunteers to deliver the team goals | Form & Interview (E) |
| Ability to support, supervise & motivate volunteers | Form & Interview (E) |
| Experience of using computer systems; entering data and contributing to reports | Form & Interview (E) |
| Ability to manage time well including effectively planning and prioritising work, ensuring all reasonable deadlines are met | Form, Interview, (E) |
| Ability to work with a high degree of autonomy and to be administratively self-supporting | Interview (E) |
| Ability and commitment to reflect on own performance effectively using supervision and appraisals to identify areas for support, development and training | Form & Interview (E) |
| Understanding of the role of boundaries in relation to working with people in a range of different settings | Form & Interview (E) |
| Ability to manage small projects  | Form & Interview (D) |
| Ability to work both w/e and evenings  | Form & Interview (E) |
| Ability to speak another community language  | Form (D) |

1. **Equal Opportunities**

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| Ability and commitment to implement equal opportunity and anti-oppressive practice in all aspects of the work | Form & Interview (E) |

1. **Confidentiality**

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| To understand the confidential nature of this work and maintain highly confidential records and liaison with clients | Form & Interview (E) |

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**September 2018**