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| **Title of Post:** | City & Hackney Sexual Health Coordinator |
| **Salary:** | £33,500 pro rata + 6% pension contribution (+ statutory contribution)  |
| **Location:** | Positive East offices and outreach sites across Hackney |
| **Hours:** | Part-time, **21** Hours per week; evening and weekend work will be required, but time off will be given in lieu of overtime  |
| **Accountable to:** | Head of Prevention & Testing |
| **Accountable for:** | Sessional workers and volunteers |

We are a lived experienced organisation and we value the knowledge, experience, and expertise of someone from the communities this project aims to support and empower. **Please note that you must be of African descent to apply** **for this position\*.** You will be delivering information and services to people who live, work, study and play in Hackney and City of London.

\*Schedule 9 (1a) of the Equality Act 2010 applies to this position. There is a genuine occupational requirement for the post holder to be of African descent.

**Job Summary**

You will be leading on, creating, and delivering a project contributing to addressing the inequalities experienced by people aged 16+ from African and other racially minoritised communities in the City of London and Hackney in accessing HIV and sexual health prevention services. This includes LARC, emergency contraception, condoms and lube, and PrEP, alongside testing for HIV and STIs.

You will lead a team of sessional workers and volunteers and will be using behaviour change & Making Every Contact Count (MECC) approach through brief and more extended peer mentoring interventions. You will be undertaking targeted outreach sessions ensuring we overcome any barriers for communities and that we are reaching out to people in spaces they frequent. You will be developing, delivering training, creating, and promoting resources.

The work will be driven through community insight, and you will play a role in the developing and maintaining of 3 community insight groups whose input will shape our approaches. We recognise the value and power of local community groups in enabling us to achieve our aims so you will be supporting the running of an annual small grants programme. This furthers the project’s ambitions through making small grants to local groups to undertake outreach and engagement with communities that may otherwise be missed.

You will ensure this work complements and supports other work of the Charity in terms of HIV and STI testing and training. Further you will ensure this work complements the wider sexual and reproductive health offer in City and Hackney ensuring accessible pathways to services.

The post sits within the Prevention and Testing Team and will work with and be supported by that team.

**Job Description**

**Main activities**

* Identifying and engaging with African, Caribbean and other racially minoritised communities and individuals in Hackney and City of London
* Understanding the specific STI, contraception and HIV health information needs of African and other racially minoritised groups, including the barriers to accessing care, and to deliver appropriate brief and extended interventions
* Engaging community groups, businesses, charities, faith groups and other organisations relevant to African communities to help promote good sexual health and HIV testing
* Developing and delivering trainings on HIV and sexual health to community groups and professionals, to reduce HIV-related stigma and raise awareness about available services
* Recording and monitoring activity and evidence which will adapt and improve the service
* Supporting the Head of Prevention and Testing in delivering monitoring and evaluation reports
* Recruiting and supervising volunteers and sessional workers to provide outreach in a variety of in-person and online settings
* Supporting individuals whose needs cannot be met by outreach workers to appropriate services, through effective referral pathways
* Be a member of the Positive East Small grants committee
* Chair the Project Steering Group and support the coordination of the Community Insight Groups

**General**

* Ensuring effective promotion through social media, presentations at community forums and other in-person and online events
* Carrying out duties in line with Positive East’s Equal Opportunities Policy and all other policies, procedures and guidelines
* Keeping abreast of medical, social and epidemiological developments in the field of HIV and changes in health and social care issues.
* Supporting the Prevention and Testing team to coordinate and deliver outreach, training, workshops and testing in community settings
* To actively support the Charity’s fundraising activities.
* To play an active role in being part of the wider Positive East team to ensure that we achieve both our day to day and strategic objectives.
* Support the Charity’s activities as agreed with line manager around events including World AIDS Day, Pride, Positive East presentations and launches or other key annual events**.**
* Carrying out any duties appropriate to the grade, as required.

**Person Specification**

**Essential**

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| a) | Experience in health promotion or other relevant area, or deemed comparable experience. | Form, Interview  |
| b) | Experience of working in partnership with third sector organisations, particularly in health or social care, or in HIV/sexual health settings (NHS or Vol sector). | Form, Interview  |
| c) | At least six months experience of outreach work, i.e. face to face with the public, in the community. | Form, Interview  |
| d) | Experience of effective project management skills demonstrating that you can deliver on time, to expected standards and within budget. | Form, Interview |
| e) | Understanding of health inequalities and social determinants of health, experienced by African and other racially minoritized communities, and the social & cultural context within which these communities operate. | Form, Interview  |
| f) | Knowledge and understanding of sexual health, HIV prevention, STIs and LARC | Form, Interview  |
| g) | Understanding of, and confidence to communicate sexual health promotion methods and peer education approaches in outreach settings | Form, Interview  |
| h) | Experience of working with underserved communities and delivering effective approaches that ensure good engagement | Form, Interview |
| i) | Understanding of approaches to helping people change their behaviour and reduce risk taking (e.g. Motivational interviewing, behaviour change communication principles and practices) | Form, Interview |
| j)  | Excellent communication and negotiation skills, with a good level of written and spoken English | Form, Interview  |
| k) | Good IT skills including experience of using computer database systems including entering data and contributing to reports | Form |
| l) | Commitment to empowering clients, and supporting them in making informed choices | Form, Interview |
| m) | Respectful of boundaries and understanding the importance of confidentiality | Form, Interview |
| n) | Ability to effectively plan to deadlines, prioritise workload, and achieve targets | Form, Interview |
| o) | Ability and commitment to reflect on own performance effectively using supervision and appraisals to identify areas for support, development and training | Form, Interview |
| p) | Effective team player skills | Interview |
| q) | Ability and commitment to implement equal opportunity and anti-oppressive practice in all aspects of the work | Form, Interview |
| r) | Knowledge of child and adult safeguarding | Form |
| s) | Ability to support, supervise & motivate volunteers | Form, Interview |
| t) | Ability to work evening and weekends | Form |

**Desirable**

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| a) | Ability to use social media, dating apps and other digital network platforms as an engagement, information sharing and signposting tool | Form, Interview  |
| b) | A demonstrable understanding of how to conduct risk assessments and monitor ongoing risks within an outreach setting | Interview  |
| c) | Experience of implementing Making Every Contact Count (MECC) | Form, Interview  |
| d) | Ability to speak another community language  |  |