



TERMS OF REFERENCE

- A. Job title:** Programme Coordinator, GFATM Round 9 Grant Montenegro – *Scale up response to HIV/AIDS among most-at-risk populations in Montenegro*
- B. Post Reference:** MNE/10/053
- C. Type of Position:** National
- D. Contract Type:** Service Contract (SB3/Q1)
- E. Duty Station:** Podgorica, Montenegro
- F. Duration of appointment:** 24 months
- G. Deadline for Application:** August 22, 2010

H. Background

In line with one of UN Millennium Development Goals - combating of HIV/AIDS, malaria and other diseases, based on the recently developed National HIV/AIDS Strategy 2010-2014, program “**Scale up response to HIV/AIDS among most-at-risk populations in Montenegro**” was approved to be financed by the Global Fund to Fight AIDS, Tuberculosis, and Malaria (GFATM). The GFATM has entered a partnership agreement with the United Nations Development Programme (UNDP) as the Principal Recipient of the funds for the Republic of Montenegro being responsible for project implementation.

The programme seeks to scale up and strengthen the national response to the HIV epidemic among the most-at risk populations in Montenegro, building on the experience during the implementation of the Montenegrin National AIDS Strategy 2005 – 2009.

The overall goal of this Program is to maintain low HIV prevalence in Montenegro and provide care and support for those already affected by HIV/AIDS. The goal will be achieved through five objectives, focused on prevention, care, support and treatment of people living with HIV/AIDS, creating a more supportive environment for those infected, affected and under increased risk of HIV transmission, strengthening of HIV surveillance system among most-at-risk populations and increasing capacity and coordination of a focused response to HIV among most-at-risk populations.

During the five-year period, program activities related to HIV prevention will focus on IDU, MSM, SW, poor RAE youth, merchant marines and prisoners. They include outreach work, drop in and counselling centres and peer education programmes. Sensitisation trainings are planned for key health and law enforcement professionals, police officers, prison staff and social workers with the aim of creating a more supportive environment for HIV prevention among vulnerable populations. Other trainings target physicians, nurses and dentists with the aim of enhancing HIV prevention and answering the particular health needs of the populations affected/targeted. Operation of the 8 existing VCT centres is planned to be improved through additional training, strengthened supervision and improved coordination.

This program also aims to improve care and support to PLHIV through several activities: training in ARV

prescribing, provision of certain equipment for the Clinic for Infectious Diseases, training in provision of psychosocial support for staff of the Clinic for Infectious Diseases who are in closest and most regular contact with PLHIV, provision of psychosocial and legal assistance to PLHIV, and through sensitization trainings implemented with the aim of creating a network of physicians, nurses and dentists willing and able to provide PLHIV with necessary medical services.

Activities to create supportive environment include awareness campaigns targeted towards the general population and anti-stigmatization activities incorporated in all activities implemented under the proposal. They focus on de-stigmatizing both PLHIV and equally important populations at risk such as MSM, IDU and SW who remain strongly stigmatized in Montenegro. Gender sensitive approaches will be introduced to the health system, in particular through targeting GO and NGO staff contributing to the national response to the HIV epidemic, but also through training journalists and addressing the general population through media. Great part of the activities is aimed at further enhancing the Montenegrin HIV M&E system with the aim of better understanding the epidemic in the country.

UNDP as the Principal Recipient of the funds for the first phase of the program (2010-2012) will be in charge of close contacts with CCM (Coordinating Country Mechanism) in order to provide them with detailed information on project implementation and all the important decisions related to the efficient implementation of project activities will be made in cooperation with the CCM. Partners in the project implementation will be academic institutions, governmental institutions and non-governmental organizations.

I. Job content:

Under direct supervision of the respective Programme Manager, the incumbent will:

- Provide support to the Programme Manager on all technical, programmatic and budgetary aspects of the Grant implementation.
- Maintain daily contacts with the Sub-Recipients (SRs) and advice on available procedures including proper use of reporting forms related to financial and programmatic matters.
- Develop workplans for field monitoring of SR's project implementation and be responsible for their implementation.
- Review regular SRs implementation reports and provide recommendations to Programme Manager for the performance improvement and corrective measures.
- Identify the capacity gaps of SRs in the field of overall programme management and reporting, and recommend remedial actions.
- Identify and recommend to the Programme Manager the appropriate training programs for SRs on use of recommended reporting and monitoring formats and guidelines.
- Provide support to SRs in order to ensure smooth SRs' project activities implementation.
- Prepare field monitoring reports on regular basis and submit them to the Programme Manager.
- On the basis of periodic narrative and financial reports received from the SRs, assist to the Programme Manager in preparation of regular (quarterly, semiannual and annual) financial and programmatic progress reports for submission to the GFATM through the Local Fund Agent (LFA).
- Inform the Programme Manager on any issue that may arise in relation to SRs' project implementation and suggest appropriate remedial actions.
- Participate with the Local Fund Agent in verification of SRs' reports.
- Liaise with the programme and research partners (CCM, RCA, GOs, NGOs, etc.).
- Provide support to implementation of operational strategies: full compliance of procurement activities with UN/UNDP rules, regulations and policies; Provide support to procurement processes: provide inputs for preparation of procurement plans for the office, provide support to organization of

- procurement processes including preparation of tender documents, receipt of quotations, bids or proposals, and their preliminary evaluation.
- Provide support to knowledge building and knowledge sharing through participation in the trainings for the operations/projects staff and sound contribution to knowledge networks and communities of practice.

J. Competencies:

Corporate Competencies:

- Demonstrates integrity by modeling the UN's values and ethical standards;
- Promotes the vision, mission and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

Functional Competencies:

Knowledge Management and Learning

- Promotes knowledge management in UNDP and a learning environment in the office through leadership and personal example;
- Actively works towards continuing personal learning and development in one or more Practice Areas, acts on learning plan and applied newly acquired skills.
- Seeks and applies knowledge, information and best practices from within and outside of UNDP.

Management and Leadership

- Builds strong relationships with clients, focuses on impact and result for the client and responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Demonstrates good oral and written communication skills
- Demonstrates ability to manage complexities and work under pressure, as well as conflict resolution skills.

K. Qualifications and Experience:

- Secondary Education; University Degree in Business and Public Administration is desirable, but it is not the requirement;
- Minimum 4-5 years of relevant working experience at the national or international level;
- Experience in office management, preferably with an international organization;
- Experience, or an interest, in working on issues targeting vulnerable populations;
- Good working knowledge of written and spoken English language;
- Excellent computer skills;
- Excellent inter-personal and communication skills;
- Excellent organizational skills with developed attention to detail;
- Ability to work independently and in a team.

Desirable, but not required:

- Familiarity with the Country Response Information reporting system (CRIS);
- Experience in organizational development and ability to assess capacity building needs;
- A strong insight and knowledge of national and local government institutions and civil society organisations in Montenegro active in the field of HIV/AIDS, as well as UN agencies and GFTAM.

Applicants are kindly requested to send completed and signed **Personal History - P11 form** along with a **cover letter** by e-mail to vacancy.me@undp.org by **August 22, 2010**. **Please indicate in the cover letter the post reference clearly**, otherwise your application may not be considered. Applicants will be short-listed on the basis of their qualifications and work experience. Only short-listed candidates will be invited for an interview.

UNDP is an equal opportunity employer.

*P11 form can be downloaded from: <http://www.undp.org/me/files/jobs/index.html>