

POSITION DESCRIPTION

Position Details

Position Title	Senior Financial Sustainability Specialist
Project/Program Area	Sustainability of HIV Services for Key Populations in South East Asia (SKPA-2)
Employment Type	Full-time contract position: 1 July 2022 to 30 June 2025
Location	Bangkok, Thailand (preferred) or within the Asia-Pacific region
Responsible To	Deputy Director
Responsible For	N/A
Collaborates With	SKPA-2 sub-recipients, SKPA-2 staff, World Health Organization and UNAIDS personnel, SKPA-2 finance sustainability advisors in implementing countries
Further Information	Felicity Young, Senior Director, International Strategy

About AFAO

AFAO leads Australia’s effort to end HIV transmission. We do so on behalf of our member organisations who represent lesbian, gay, bisexual, transgender and intersex communities, sex workers, people who use drugs, people with HIV and Aboriginal and Torres Strait Islander communities.

Our close connections with our communities provide us with rapid intelligence on changes in Australia’s HIV epidemic, allow us to mobilise and respond quickly and to act as a trusted communication channel to government, research and clinical partners.

We have worked with Australian governments for more than 30 years to achieve a world-class response to HIV of which we can be proud. AFAO works across the Parliament to foster interest, strengthen political support, provide briefings and education about Australia’s response to HIV and to highlight the opportunities we have to better meet our goals of ending HIV transmission and minimising the impacts of HIV.

AFAO supports its members by leading the national conversation on HIV, advocating for AFAO’s members and communities in forums and government processes and providing a public voice on HIV. We work directly with our members in formulating positions and responses as new issues and evidence emerges. We work in partnership with clinicians and researchers to communicate and advocate for our communities’ interests.

Internationally, we foster the development of regional and country-level responses to HIV, contribute to the development of effective HIV policy and programs, and represent Australia’s community response to HIV in global forums. We are proud to have partnered with communities, technical partners and governments in Asia and the Pacific since the beginning of the HIV epidemic.

AFAO has offices in Sydney, Australia and Bangkok, Thailand.

Position Overview

The Senior Financial Sustainability Specialist is responsible for implementing SKPA-2 objectives and strategies that aim to embed financial sustainability capacity of HIV programs in SKPA-2 countries.

SKPA-2 is a three-year, USD\$12.5m program funded by the Global Fund to Fight AIDS, Tuberculosis and Malaria for the period 1 July 2022 to 30 June 2025. The program follows from and significantly extends the successful SKPA-1 program, which will be completed by June 30, 2022. AFAO is the Principal Recipient.

SKPA-2 aims to improve the sustainability of evidence-informed, prioritised HIV services for key populations in Bhutan, Mongolia, Philippines, and Sri Lanka. There are four program objectives:

1. Accelerate financial sustainability
2. Improve strategic information availability and use
3. Promote programmatic sustainability
4. Remove human rights and gender-related barriers to services.

SKPA-2 is led by a Director who works for a consortium of partners to implement the program. The consortium includes both country and regional sub-recipients. The WHO and UNAIDS contribute as technical partners.

Comprehensive planning for SKPA-2 has already been undertaken and a detailed performance implementation plan has been developed. It is expected that following a brief orientation and familiarisation, the position holder will immediately participate in program implementation.

Key Responsibilities

Leadership in financial sustainability

- Provide technical leadership, guidance and direction to the SKPA-2 financial sustainability workstream, agenda and activities
- Participate as a team member in the Year 1 baseline assessment which is designed to help partners understand the financial landscape, political economy, strategic information needs, operational policy and regulatory barriers, and human rights and gender situation in each country and to use this information to chart a course towards increased domestic financing of HIV services for key populations
- Following the Year 1 baseline assessment and working with country sub-recipients, help determine the type, scope, and placement of strategic advisors in financial sustainability, and propose fine-tuning of financial sustainability activities based on the SKPA-2 theory of change
- Provide technical oversight to the country-level Financial Sustainability Advisors (be they staff or consultants) and ensure they have access to new and emerging research on financial sustainability of health programs, as well as program updates and regional and country progress
- Assist these advisors to drive leadership dialogue and make concrete steps towards financial sustainability of key population HIV services. Provide relevant coaching, training and support to highlight progress and champion a financial sustainability culture
- Provide leadership to sub-recipient budget advocacy strategies and activities with governments around the planning and allocation of funds, including social contracting
- Assist in ensuring that key population advocates and people living with HIV have a strong understanding of the financial sustainability goals and theory of change, as well as a strong voice to drive advocacy for financial sustainability
- Assist in planning and provide leadership to a regional forum on transition, co-financing and sustainability
- Participate in the financial sustainability baseline assessment in Year 1, Year 3 end-of-program review and annual performance assessments and steer performance towards project goals against the baseline metrics
- Collaborate with Senior Monitoring, Evaluation, Research and Learning (MERL) Specialist to evaluate financial sustainability initiatives and grant activities to ensure they are on track to meet the objectives
- Provide the SKPA-2 Community of Practice and Regional Advisory Group with strategic guidance about the status of financial sustainability planning and implementation
- Participate in annual work planning, budget development and program reviews
- Manage the sub-recipients contracts for ACHIEVE (Action for Health Initiatives, Philippines) and the Burnet Institute (OPTIMA) to ensure contractual obligations, reporting and milestones are met. Provide technical assistance and coordination, as needed.

Selection Criteria

Essential

Qualifications and experience

- Master's degree or higher degree in finance, health economics, business studies including financial analysis, or a similar field
- At least eight years' experience in a finance, health economics or another relevant area with a focus on health financing, ideally in a global HIV, health or development context in Asia
- Sound knowledge of domestic health/HIV budgeting and expenditure processes and trends in the Asia region and a capacity to effectively share this knowledge and guide others in its use
- Experience in contract management and monitoring, ideally in a health or development sector
- High level knowledge of health/HIV budgeting cycle and opportunities to engage stakeholders to increase domestic investments in key population HIV programs
- Ability to define and understand the costs of HIV program implementation
- High level skills in analysis of health financing processes and capacity to assist countries to develop innovative and effective approaches to financial sustainability
- Experience in providing technical advice and capacity building, preferably in developing country settings and with international donor financing
- Knowledge of (or ability to quickly acquire knowledge of) Global Fund grant agreements, compliance and grant regulation requirements
- Ability to develop and evaluate strategies that promote financial sustainability at country, regional and international levels
- Solid experience defining and using data and key performance indicators, and in monitoring and evaluation with an ability to make recommendations informed by data.

Competencies

- Excellent knowledge of English and strong oral and written communication
- Strong ability to facilitate working meetings on online communications platforms and experience working remotely and coordinating activities across multiple time-zones
- Demonstrated interpersonal and teamwork skills in a fast-paced work environment
- Ability to prioritise tasks, take initiative, and independently manage competing demands
- Ability to work alongside stakeholders, internal and external, to promote and optimise the strategic shift from donor financing to financial sustainability of country HIV programs
- Capacity to travel within the region up to approximately 40% of the time.

Desirable

- In-depth knowledge of Global Fund grant-management processes, tools and deliverables
- Understanding of human rights issues for key populations and people living with HIV in Asia
- Understanding of and commitment to community-led action for health and other issues affecting key populations and people living with HIV.

Core Qualities/Attributes

The successful applicant will:

- Listen, adapt and make culturally appropriate adjustments within the aims and objectives of the program
- Demonstrate flexibility in leadership and management styles

- Be self-aware and own their cultural values, expectations and biases while respecting and understanding those of others.

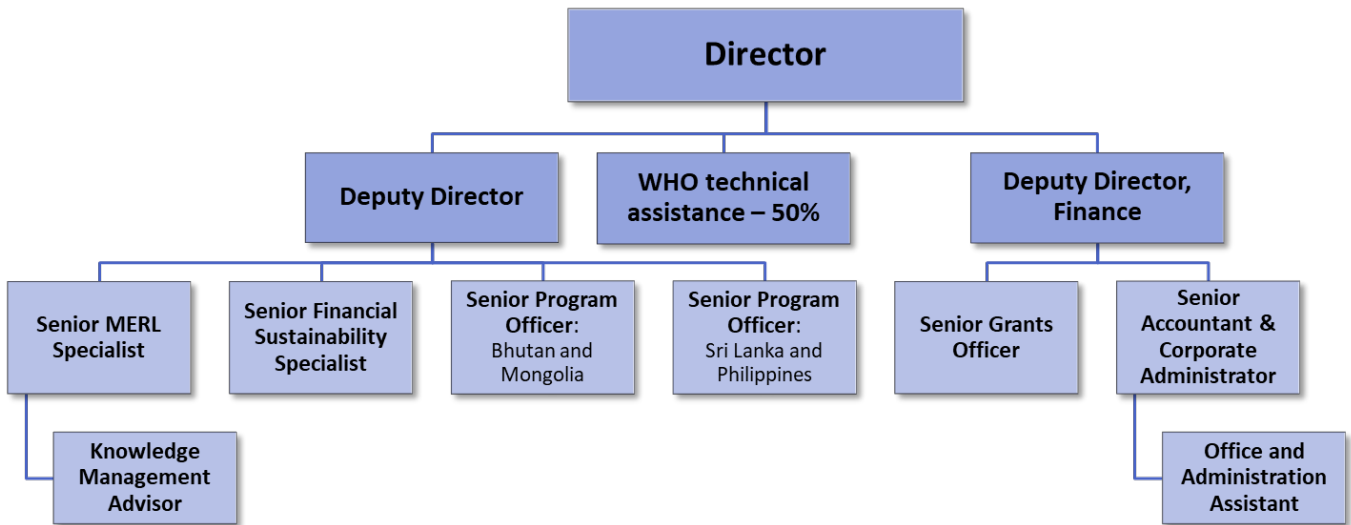
Other Requirements

- All AFAO personnel must adhere to AFAO’s Code of Conduct and corporate policies. These can be made available upon request.
- AFAO is committed to safeguarding and promoting the welfare of children young people and vulnerable adults, and any offer of employment is contingent on completion of a National Police Check and signing AFAO’s Safeguarding Code of Conduct.
- AFAO is an equal opportunity employer. We value inclusion, diversity, and gender equality. As part of our commitment to creating a diverse and inclusive workplace, people with HIV and Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Position Description: Senior Financial Sustainability Specialist			
Version	1	Reviewed	2 May 2022
		Approved	2 May 2022

Version	1	Reviewed	2 May 2022
		Approved	2 May 2022

SKPA-2 Organisational Chart



AFAO Organisational Chart

