

25th September, 2020



KHPT is a not for profit entity that spearheads focused initiatives to improve the health and wellbeing of communities in India. In 2003, KHPT was founded with a single mission to reduce the prevalence of HIV in Karnataka's high priority pockets. The initiative's success made it a scalable model at national and global levels and KHPT became a learning site for innovative approaches. The unique DNA of our programs is a combination of evidence generation, grassroots community connect and government relationship. With these strengths, we learned and reflected on our decade long experience leading us to look beyond HIV to four other thematic areas. KHPT currently works on TB, HIV-AIDS, MNCH, Adolescent Health and Comprehensive Primary Health Care.

KHPT has been awarded, USAID funded project, titled as " Breaking the Barriers - Community engagement to accelerate TB elimination efforts in India through sustained behaviour change" (March 2020 to March 2024). This project aims to develop and scale, effective behaviour change operational models that improve coverage of vulnerable populations, such as urban poor, tribal communities, migrants, mining/industrial workers, for increased case detection, notification, improved successful treatment outcomes in DS TB, TB HIV, DR TB. The project will implement patient centric approaches, and propose to engage with community structures for sustainable behaviour change towards the prevention of TB, case detection and successful treatment outcomes. The project will embed digital technology within the intervention framework for effective and scalable behaviour change interventions among patients and families and will also evaluate social network, positive deviance, design thinking and nudge approaches in bringing about improved successful treatment outcomes.

1. Counselling Manager: Position: 1, Bangalore

Qualification and experience

- Masters in Psychology/ Social work /M.Sc Nursing, with specialization in public health, health systems management and experience in training. A background of social work, sociology, counselling, public health and relevant discipline is preferred.

- Minimum of 7-10 years of progressively responsible professional experience specifically with marginalized and vulnerable population.
- Experience, or at least strong capability, in executing strategies and plans for health care provider engagement including paramedics, counsellors, non-medical field workers as well as doctors.
- A good understanding of the Revised National TB Control program and the National Strategic Plan to eliminate TB in India is an advantage. If not, she/he should have the ability to quickly grasp, understand and become proficient in the area.
- Willingness to travel for about 10-15 days in a month

Key competencies & Skills

- Having a high level of drive, energy and commitment to excellence and to the BTB vision.
- Ability to take initiative, manage workloads and deliver outputs to agreed deadlines.
- External representation, relationship building and persuasion among diverse partners.
- Excellent communication, counselling and mentoring skills.
- Fluency in oral and written English and Hindi. Additional ability to speak, read/write Kannada and/or Telugu preferred.
- Strong documentation skills with ability to develop, review and edit technical documents, including technical content in training materials, communication and advocacy products.
- Ability to operate MS Office applications with high proficiency, especially Word, Excel and PowerPoint.
- Understanding of Monitoring and the ability to evaluate and analyze qualitative and quantitative information. Having additional qualification in these areas is an advantage.

Roles and Responsibilities:

- To assist in adaptation and translation of counseling training module, training toolkit for TB adherence for front line workers.
- To develop a roll out plan for counseling training for TB adherence, for Breaking the Barrier (BTB) project front line workers in Karnataka, Telangana, Bihar and Assam.
- To lead the roll out trainings of counseling training on TB adherence, for NTEP front line workers, in BTB project areas, covering Karnataka, Telangana Bihar and Assam.
- To work closely with State Program coordinators (KHPT, TBAI, Care India, World Vision India) of all four project states and complete counseling training rollout for BTB project front line staff
- To work closely with State Program coordinators (KHPT, TBAI, Care India and World Vision India), in liaising with State NTEP officers, District TB officers, and facilitate necessary orders, in completing the TB champions training in four project states.
- To ensure timely training reports are submitted in prescribed formats, for the above mentioned trainings.
- To lead the drafting process document of counseling training, TB champions training roll out in project states.
- To provide strategic inputs into development of Patient Treatment Support systems – planning, implementation, monitoring and evaluation

- To support the project team members in counselling related activities in BTB project areas.
- And extend capacity building and counseling support to other TB programmes as well as and when required.
- The roles and responsibilities outlined above are not meant to be an exhaustive list of tasks. The need for flexibility is required and the job holder is expected to carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed.

Salary: The salary for the position will be as per the market standards which will be fixed based on the relevant experience, qualification, interview performance and internal parity.

Reporting: The Manager – Counselling will report to Project Director – BTB Project – KHPT, Bangalore or person designated by him/her.

KHPT provides safe working environment for all its employees; follows the principle of equal opportunity and encourages women applicants. Physically challenged with required skills /knowledge and willing to travel are also encouraged to apply.

We will be following a systematic selection process to fill these positions based on experience, competency, suitability, aptitude to work with our health programmes and in-depth project knowledge. Only short listed candidates will be invited for interview.

Above position(s) demand excellent communication interpersonal /computer skills and involves travel. Preferences will be given to candidates who have work experience in health programmes in Government / INGOs /NGOs and local candidates with required experience and skill sets.

How to apply:

Interested candidates please apply using the prescribed **KHPT Application Format** and email it to jobs@khpt.org. Candidates can download the format by clicking on [Application form](#) or visit [our website](#) to download the format.

The application should reach on or before **14th October, 2020**.

Please note that completed applications in the prescribed format will help us in shortlisting.