



THE FORD FOUNDATION
POSITION ANNOUNCEMENT

PROGRAM OFFICER – HIV/AIDS Rights

Democracy, Rights & Justice Program

Gender Rights & Equality Unit

SUMMARY DESCRIPTION: The Program Officer will manage a portfolio of grants and other activities to protect and advance the human rights of people living with HIV/AIDS in the U.S., as part of the foundation's worldwide initiative on **Reducing HIV/AIDS Discrimination and Exclusion**.

Despite the global response to the HIV/AIDS pandemic, the most vulnerable people and communities still experience stigma, discrimination and a lack of access to basic services. In the U.S., 1.2 million people are living with HIV/AIDS, with disproportionate rates of infection among certain populations and in certain regions. Sixty percent of African-American men are being diagnosed with HIV, and Black women account for two-thirds of new AIDS cases among women. HIV infection rates among African-Americans now rank among the highest infection rates in the world. Moreover, eight of the ten states with the highest rates of new HIV diagnoses are in the southern region of the U.S., where resources for treatment are among the lowest in the nation.

Building on prior Foundation work, this portfolio primarily focuses on efforts in the U.S., coordinating with the teams working on HIV and other related issues globally. The Program Officer will work to strengthen advocacy—particularly among people most affected by the epidemic—for legal, policy, and other interventions that protect and secure the human rights of people living with HIV/AIDS; accelerate progress toward universal access to prevention, treatment care and support; and create a culture of respect and dignity. In collaboration with colleagues in overseas offices, the Program Officer will also have opportunities to contribute to efforts that advance strategies at the global level. S/he will work closely with the Director of Gender Rights and Equality and the Vice President for Democracy Rights and Justice in achieving the goals for this portfolio.

Informed by significant expertise in HIV/AIDS issues and advocacy in the U.S. and knowledge of the international context, the Program Officer will develop grant making strategies encompassing a broad range of approaches, including research, legal and policy advocacy, public education, and grassroots organizing; collaborate with colleagues in the Foundation to achieve the goals of the initiative; work to strengthen the participation of diverse voices in the HIV/AIDS field; identify opportunities to secure rights for people living with HIV/AIDS utilizing international legal instruments; and devise strategies for ensuring that advances are consolidated and preserved.

The Program Officer will review existing work; manage a current portfolio of grantees; identify potential grantees; formulate grant making strategies; solicit, review and respond to grant proposals; monitor grants and other developments in the field; prepare recommendations for Foundation funding; and effectively communicate results. S/he is expected to develop and

maintain close working relationships with existing and potential grantees, and with relevant leaders in government and civil society, and to promote coordination and cumulative learning among key stakeholders.

The Reducing HIV/AIDS Discrimination and Exclusion initiative is part of the Foundation's worldwide Democracy Rights and Justice program, which also includes initiatives in the areas of Racial Justice & Minority Rights, Women's Rights, LGBT Rights, Immigrant & Migrant Rights, Human Rights Worldwide, Civil & Criminal Justice Reform, Civic Participation, Strengthening Civil Society, Electoral Reform and Democratic Participation, and Transparent Effective Accountable Government. Joining a dynamic human rights staff working on a range of issues around the world, the Program Officer will also work closely and in coordination with staff in other relevant program areas of the Foundation in New York and overseas.

QUALIFICATIONS: Substantial professional experience working on HIV/AIDS advocacy issues in the U.S. and knowledge of the international context; experience working with a range of individuals in civil society, government and the private sector; familiarity with utilizing international legal instruments; advanced training in law or public policy, or other relevant field; demonstrated experience working effectively as part of a team and with colleagues of diverse backgrounds and perspectives; fluency in English; and excellent analytical, oral presentation, writing and interpersonal skills. Also desirable are fluency in a second language and familiarity with philanthropy and nonprofit sector issues in the U.S. and developing countries.

Salary is based on experience and on the Foundation's commitment to internal equity. A generous benefits package is provided.

Please submit inquiries, nominations, and applications (consisting of resume and cover letter) to www.fordfoundation.org/employment by November 29, 2012.

Equal employment opportunity and having a diverse staff are fundamental principles at The Ford Foundation, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/affectional preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.