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**2 x Sexual Health Outreach Development Workers to work with Gay, Bisexual and other men who have sex with men (GBMSM)**.

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| Salary | £24,913 pro-rata (approx. 50%) for 18.5 hours per week, plus up to 5% matched pension contributions. |
| Based | Central Birmingham, tough travel to sites in Birmingham and Solihull will be required. |
| Working Hours | 18.5 hours per week on a rota basis to include some evening and Saturday work. |
| Paid Annual Leave | 25 days (pro-rata approx. 50%) plus bank holidays. |
| Reports to | Sexual Health Services Manager |

Job description

**Overall Aims:**

* To reduce the incidence of sexually transmitted infections (STIs) and poor sexual health among Gay, Bisexual and other men who have sex with men (GBMSM)
* To reduce late diagnosis of HIV in Birmingham and Solihull.
* To develop sexual health services that meet the needs of GBMSM and addresses the barriers that may be faced in accessing mainstream services.

**Main areas of responsibility include:**

* To develop expertise in, and focus on, work with GBMSM. To maintain and use the skills required to work with all population groups where necessary.
* To deliver appropriate community based sexual health interventions including HIV point-of-care tests and assisted STI testing to the target groups in community settings. To promote, monitor and evaluate these services, and to work in partnership with appropriate agencies to develop them further.
* To carry out outreach work in public sex environments, semi-public sex environments and sex-on-premises venues and other settings, both virtual and physical, where GBMSM may meet to have sex or arrange sex, and to monitor and evaluate this work at regular intervals. This work will involve a requirement to access men in male-only environments, such as male-only saunas and sex clubs.
* To undertake outreach work, focusing on GBMSM community groups, venues or areas or events where GBMSM may go – assessing safer sex and sexual health needs.
* To develop forums, groups and events that meet the needs of GBMSM.
* To offer information and sexual health resources, including condoms and lube, in a variety of settings; including by phone, face-to-face and online.

**Main duties of post:**

1. To assess the safer sex and sexual health needs of GBMSM as a whole and of higher risk sub-groups of GBMSM.
2. To develop ways of working around the perceived, felt and expressed safer sex needs of GBMSM, lesbians and bisexual women, and trans people, in conjunction with the Sexual Health Services Manager and the sexual health team.
3. To work as part of the sexual health team offering walk-in HIV and assisted STI testing, and wellbeing support at Birmingham LGBT Centre on a rota basis to cover the centre’s opening hours.
4. To provide relevant, accurate and accessible information focusing on the needs of GBMSM, lesbians and bisexual women, and trans people, to enable them to make informed choices about their sexual health.
5. To deliver outreach work with the other sexual health outreach workers, including sessional outreach workers, and the Sexual Health Services Manager.
6. To work with existing LGBT community groups, commercial LGBT venues, university groups and other appropriate organisations to improve service delivery for GBMSM, lesbians and bisexual women, and trans people.
7. To represent Birmingham LGBT on relevant external bodies and committees as identified by the Sexual Health Services Manager.
8. To participate in the development and distribution of health campaigns organised by Birmingham LGBT and Umbrella Health and other local, national and international agencies.
9. To support and supervise volunteer sexual health outreach workers.
10. To attend staff and team meetings, as appropriate.
11. To monitor all work delivered using appropriate systems and to complete reports on work as required.
12. To support sessional sexual health outreach workers.
13. To be largely self-sufficient, undertaking administrative tasks as appropriate.
14. To facilitate the establishment of groups to meet gaps in service provision.
15. To deliver safer-sex workshops, focusing on GBMSM.
16. To work with the Sexual Health Services Manager to identify your own training and development needs and to undertake such training.
17. To take an active role in staff meetings, supervisions and appraisals.
18. To participate in research and evaluation programmes.
19. To participate in funding bids and tenders if required.
20. To work within Birmingham LGBT’s policies, procedures and budgets, including the Confidentiality and Equal Opportunities policies.
21. To carry out other duties as may from time to time be reasonably required.
22. To prepare for, and attend, supervisions, and appraisals.
23. To be aware of, and work in compliance with, Health and Safety legislation.
24. To be able to work flexible hours, including evening and Saturday working on a regular basis.

Person Specification

The successful candidates will meet all of the following criteria, against which the selection panel will assess them. The primary method(s) of assessment are indicated after each criterion, as follows: (A) application form, (I) interview, and (E) exercise or presentation forming part of the interview.

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|  |  | **Experience, Skills and Knowledge required** | **How assessed** |
| **Experience** | 1 | At least two years’ experience of working with men who have sex with men (MSM). | A, I, E |
| 2 | Experience of providing one-to-one emotional support and sexual health advice work with MSM. | A, I, E |
| 3 | Experience of working to a high standard, both on your own initiative and as part of a team, delivering specific targets to tight deadlines. | A, I, E |
| 4 | Experience of delivering sexual health testing or interventions in a variety of community settings. | A, I, E |
| 5 | Experience and knowledge of working with young people and vulnerable adults within a safeguarding framework. | A, I, E |
| 6 | Experience of planning and delivering training and/or group work. | A, I, E |
| **Skills & Abilities** | 7 | Ability to think and operate innovatively, making the most of new opportunities when they arise. | A, I |
| 8 | Ability to work without close supervision, with excellent organisational skills, to manage, plan and prioritise workloads. | A, I |
| 9 | Good interpersonal and communication skills relevant to a variety of audiences and stakeholders, including a person- centred approach to working with LGBT communities. | A, I |
| 10 | Strong IT skills, including knowledge of Microsoft Office, accessing databases, email and calendar management, and using the internet. | A |
| 11 | Ability to maintain boundaries between your personal and professional life, including confidentiality. | A, I |
| **Knowledge & Understanding** | 12 | Demonstrate an understanding of the sexual health and related health inequalities that affect Men who have Sex with Men, | A, I, E |
| 13 | Demonstrate a detailed understanding of, and empathy with, the needs of disadvantaged and discriminated-against groups, specifically GBMSM, and an understanding of the barriers these groups face. | A, I |
| 14 | Knowledge of working with, and supervising, volunteers. | A, I |
| 15 | Demonstrate a commitment to, and understanding of, diversity and inclusion and an understanding of intersectionality. | A, I |
| 16 | Demonstrate understanding and knowledge of the diverse LGBT communities in Birmingham and the West Midlands. | A, I |
| 17 | Demonstrate knowledge and understanding of the voluntary and community sectors. |  |
|  | 18 | Exceptional punctuality and time-keeping | A |