



RECRUITMENT PACK

HIV PEER SUPPORT TEAM LEADER

OCTOBER 2026

INVESTORS IN PEOPLE®
We invest in people Standard





FOR A WORLD WHERE HIV HOLDS NO ONE BACK

GEORGE
HOUSE  TRUST
HIV POSITIVE LIVING



A Message From

Darren Knight
CHIEF EXECUTIVE

This is an exciting role designed to lead our in-clinic peer support offer across Greater Manchester and Liverpool.

The HIV Peer Support Team Leader will continue to build on the excellent work our Peer Navigators have been delivering since the initiation of funding for peer support, thanks to the national Emergency Department BBV Opt-Out Testing programme.

We're looking for someone who has experience in providing advice, information, support, sign-posting people to services, and is able to support a team of Peer Navigators to do the same. The team engage people living with HIV who are newly diagnosed or re-engaged via Emergency Departments, as well as people with unmet psychosocial needs.

If you're passionate about the difference that peer-led support can make to people's lives, have excellent organisational and communication skills and are confident working with a diverse range of staff and people living with HIV, we'd love to hear from you.

Thanks so much for your interest in this opportunity. We look forward to receiving your application and if you've got any questions about the role, please get in touch.

Darren.

An Introduction To George House Trust



George House Trust is a charity with a clear vision for a world where HIV holds no-one back. Originally established in 1985 as Manchester AIDS Line, we've evolved over the years and we now provide a comprehensive range of services and support for people living with and affected by HIV.

We now offer more than 30 different services spanning everything from wellbeing, welfare and financial support. A big focus for our work is on social connectivity and innovative projects supporting people across a range of different issues including ageing well with HIV, supporting those with complex lives and promoting inclusion.

We currently employ 31 people and we're supported by 130 volunteers. Our organisational purpose is 'inspiring people living with HIV to live healthy and confident lives' and we're looking for someone to join our movement and share our purpose to make a positive change for people living with HIV.

Who we support

George House Trust supports people living with and affected by HIV. Our work includes supporting partners, families, friends, colleagues and employees.

Young, old, newly diagnosed or living with HIV since the early 1980s, our team are wholly focused on person-centred and individual outcomes so that people can live well.

2,915
**PEOPLE LIVING WITH
HIV SUPPORTED BY
OUR PEOPLE**

“

My life was on the edge. I had a lot going on. I was able to pour everything into the counselling. It helped me so much. Now I am in a very good place, looking forward to the future. KAI

”

An introduction to George House Trust

**54
FAMILIES
SUPPORTED WITH
FREE INFANT
FORMULA AND BABY
FEEDING KITS**

What we do

A big focus of our work is on supporting people with a range of different issues relating to HIV across the whole life course, including support for young people, support for ageing well, supporting people with complex lives, tackling vulnerability, inequality and promoting inclusion.

All of our support is user led, designed with, by and for people living with HIV.

Why we do it

George House Trust believes that people should have the support, information, advice and guidance that they need to live well with HIV. Everyday, we see people who face discrimination, some are living in fear and most are managing the consequence of structural and societal stigma that is unique to HIV as a health condition.

We see our role as the support service to enable people to realise their potential and focus on HIV positive living.



Where we work

Our work in the North West region of England, with a focus on Greater Manchester and Liverpool.

**47
PEOPLE LIVING WITH
HIV SUPPORTED BY
OUR INTENSIVE
SUPPORT WORK**

“

Words fail me to express how much I can thank you. Without you, I don't really know who was going to help me. I can't even thank you enough.

ASH

”

Our strategy

The strategic priority for George House Trust is to 'Ensure that people living with HIV are at the heart of everything we do and to tackle stigma whenever, wherever and however it exists'. There are 4 strategic objectives that shape all that we do and they are:



People living with HIV are supported to live well and thrive, through offering timely and trusted advice, information and peer-led support



HIV stigma is challenged through powerful campaigns, education and training.



People and organisations are inspired to stand with us, strengthening our fundraising, partnerships and collective impact.



A high-performing and responsive organisation, powered by strong systems, skilled people, and insight-led decision-making.

The purpose, vision and values of George House Trust drive the organisation's strategy, focus and service delivery and are as follows:

Our Vision

A world where HIV holds no one back.

Our Purpose

Inspiring people living with HIV to live healthy and confident lives.

Our Values

Passionate. Inclusive. Responsive.

The way we work

George House Trust encourages accountability, individuality and flexibility in our team. We want our people to have ideas and turn them into action. We bring the team together regularly to explore ideas and share learning through team meetings, development workshops and externally facilitated workshops too.



Personal development is important to us too. We encourage people to learn and, in addition to providing an individual training budget for all staff, we actively encourage people to get involved in external partnerships that develop learning and networks.

The benefits of working at George House Trust

We offer an excellent employee benefits package which includes:

- an individualised approach to flexible working.
- an 8% non-contributory pension scheme.
- a cycle to work scheme.
- a dedicated training budget for each employee.
- full remote digital access to enable agile working.
- 25 days annual leave plus 8 bank holidays plus additional days at Christmas.

...plus, many other benefits.

Our team

George House Trust currently has **31** employees. The team is supported by **130** active volunteers. We are led by a board of **9** trustees who bring a blend of skills, experience and passion to the strategic leadership and governance of the charity.





HOW TO APPLY

GEORGE
HOUSE±TRUST
HIV POSITIVE LIVING

How to apply



We want to know all about what you'll bring to the role, please apply by writing, in MS Word format or Google Docs and in no more than 2,000 words, answering the following questions:

- 1** **Why** do you want to develop your career at George House Trust?
- 2** **What** will you bring to the role of HIV Peer Support Team Leader?
- 3** **Detail your skills, knowledge and experience** in addressing the 4 key areas of focus for the role, considering the criteria in the person specification.

All applications must be emailed to recruitment@ght.org.uk with a copy of your CV in an editable format [Microsoft Word or similar] by Midnight Sunday 1 November 2026. Interviews will take place the week commencing 9th November 2026.



If you have any questions about this role or the application process, contact Martin Glackin, by emailing martin@ght.org.uk or calling 0330 174 4433.

Please DO NOT submit your application as a PDF.

HIV Peer Support Team Leader: about the role



HOURS

28 hours per week [0.8 FTE/Part Time]

CONTRACT

Fixed term to 31 March 2028, with potential extension

SALARY

- £38,026 pro rata
- £30,420 actual

LOCATION

Multiple sites, including George House Trust office in Ardwick, The Hathersage Centre, North Manchester General Hospital, and regular visits to Liverpool.

ACCOUNTABLE TO

HIV Services & Counselling Manager

ACCOUNTABLE FOR

Peer Navigators and Peer Support and Information Officer in Greater Manchester, and Peer Support Worker in Liverpool

We are actively encouraging applications from people living with HIV for this role.

Purpose Of The Role

To lead the provision of advice and support to people living with HIV in clinics, together with the coordination, training and support for Peer Navigators based in HIV clinics across Greater Manchester and Liverpool.

Principal responsibilities and areas of focus

The 4 core areas of focus for this role are:

1. Support and lead a team of Peer Navigators based in HIV clinics across Greater Manchester and Liverpool.
2. Support the Peer Support and Information Officer to deliver George House Trust's volunteer-led Peer Mentoring service.
3. Delivery of peer support in the clinic setting and onward referrals to George House Trust Services Advisers and other relevant services.
4. Collaborative work with the HIV clinical teams to ensure people receive social and emotional support.

Additional Responsibilities and Tasks

Adhere to and work within all the policies and procedures of George House Trust and the NHS where relevant, in particular paying attention to the confidentiality and data protection policies, so as to protect our service users from stigma and judgement.

Actively participate, engage with, and respond to, George House Trusts and relevant NHS line management and support processes.

Employee Line Management Responsibilities

Line management of Peer Navigators based in Greater Manchester and Liverpool.

Disclosure and Barring Service (DBS)

This post requires an enhanced DBS.

Flexibility

George House Trust supports flexible and hybrid working and we're open to discussing options.

Diversity and Inclusion

George House Trust deals with diverse issues and we need a diverse team to respond to them, we particularly welcome applications from Black African and other racially minoritised groups and communities as they are currently underrepresented in our work force.

We **ALWAYS** actively encourage applications from people living with HIV.

Person Specification

This acts as the selection criteria and the more of the criteria that you demonstrate you are able to meet in your answers, the greater your likelihood of being invited to interview. On the application form please use each point that you are able to meet as a heading and then explain how you meet the specific criteria.

Experience

- E1.** Experience in recruiting, training, and managing volunteers and/or staff.
- E2.** Experience in developing a peer support service and promoting opportunities for people living with HIV to access and engage effectively.
- E3.** Demonstrable experience in collaborative working with NHS HIV clinical services or equivalent partners in another sector or field.
- E4.** Experience working with vulnerable communities, particularly people living with HIV or other health-related issues.

Skills

- S1.** The ability to communicate effectively and appropriately with a wide range of stakeholders.
- S2.** Strong mentorship and leadership skills to motivate and manage a diverse team, ensuring high-quality service delivery.
- S3.** Excellent organisational and time management skills to manage multiple priorities, including line management, reporting, supervision, and support to people accessing the service.
- S4.** Ability to evaluate and deliver a comprehensive peer navigator service, and understanding the importance of person-centred care and support.

Knowledge and understanding

- K1.** Knowledge of HIV, its impact on individuals, and specific support needs of people living with HIV.
- K2.** Familiarity with safeguarding policies and practices, particularly in volunteer and support services.
- K3.** Understanding of the role of peer support whilst addressing unmet social and emotional needs.

Personal attributes and approach

- P1.** A commitment to improving your own knowledge and skills.
- P2.** A commitment to George House Trust's mission, vision and values.
- P3.** A commitment to equality, diversity and inclusion within the volunteer team and wider organisation.
- P4.** To provide coaching and development support to team members and to ensure that colleagues understand your priorities and areas of focus.

George House Trust will consider any reasonable adjustments requested by applicants with a disability (as defined under the Equality Act 2010) who meet the requirements of the post to be invited to interview, in line with the Disability Confident scheme. Please state this in your email accompanying your application.

George House Trust

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