

## JOB PROFILE

**Position Title:** WoMin Projects Coordinator – Militarisation, Securitisation and Violence Against Women

**Location:** Johannesburg, South Africa where the secretariat is housed is preferred, but any other country in the region would do so long as the candidate can work independently

**Reports To:** Samantha Hargreaves, WoMin Director

**Duration of contract:** Two year contract with strong possibility for extension based on funds mobilised and performance

### Purpose of Role

Strengthen the capacity of African civil society organisations in five countries, and sub-regional and regional governance institutions to undertake an integrated women-centred and women-led response to the systemic problem of repression and violence, and most specifically violence against women, related to extractives industries and mega-development projects.

### Key Responsibility Areas:

No.	Key Responsibility Area	Accountable to
1	<p><b><u>Exploratory work, review and scaled up organising efforts in five countries</u></b>, which tasks include:</p> <ul style="list-style-type: none"> <li>• Taking forward and deepening pilot work started in Zimbabwe and Sierra Leone, and initiating start up work in Mozambique later in 2017;</li> <li>• Work with the national lead organisation and other key allies in national contexts to build/ strengthen national networks of CSOs, including women's rights and legal organisations, with the commitment and capacity required to monitor and work on repression and violence, most specifically from a women's rights perspective;</li> <li>• Work with national lead organisations in each country to commission and successfully manage national scoping studies which address broad trends in extractives, national law and policy addressing civil and political rights, 'incidents' and trends related to repression, civil society responses etc.;</li> <li>• Lead and coordinate Feminist Participatory Action Research (FPAR) training, which includes modules on VAW, civil and political rights, trauma management, strategies for addressing risk to be implemented at country level;</li> <li>• Support FPAR in at least two sites in every pilot country;</li> <li>• Support synthesis analysis and launch of scoping studies and FPAR in each context where it is safe to do so;</li> <li>• Lead regular reflections within the alliance and with allies in pilot countries on the progress of work, emerging questions and undertake a more in-depth review at the eighteen month mark to inform the next phase of work;</li> <li>• Lead assessment and decision-making on target second phase countries; and</li> <li>• Expand the work in countries and regionally drawing on lessons learnt in the first phase of work.</li> </ul>	<p>WoMin Director</p> <p>Regional working group</p> <p>National lead organisations and oversight structures in countries</p>
2	<p><b><u>Regional and international networking, lobbying and campaigns development</u></b> which tasks will include:</p> <ul style="list-style-type: none"> <li>• Lead relationship building to African regional institutions, such as the AU and ACHPR, placing this 'issue' of gendered</li> </ul>	<p>WoMin Director</p> <p>Regional working group</p>

	<ul style="list-style-type: none"> <li>repression on their agenda, informing and lobbying them over time, for the needed actions/remedies;</li> <li>Continue growing the regional and international network of allies and friends which carry a shared political agenda on state and corporate violence, corporate impunity, repression and gendered impacts;</li> <li>Lead solidarity efforts when called upon to do so by national allies and local communities (in collaboration with WoMin communications and solidarity coordinator);</li> <li>Work with national allies and grassroots activists to prepare and present cases to regional and international human rights bodies, which carefully consider and address risk to women and their communities; and</li> <li>On the basis of national research and local cases documented support/lead targeted advocacy and campaign efforts nationally, regionally and internationally in ways that address the important question of risk.</li> </ul>	National lead organisations and oversight structures in countries
3	<p><b><u>Systematise and consolidate research, develop resource materials and advance new knowledge and perspectives on VAW from a structural perspective,</u></b> which tasks will include:</p> <ul style="list-style-type: none"> <li>Lead the process of systematising and consolidating scoping and case study research in countries and coordinate the launch thereof regionally and internationally in ways which fully respect the needs and interests of affected women and their communities;</li> <li>Build resource and information materials on questions addressed by and 'issues' emerging from the work; and</li> <li>Work with the WoMin team and its allies regionally to conceptualise and advance a very different political concept of VAW which locates women's experiences within a system of patriarchal extractivist capitalism.</li> </ul>	WoMin Director  Regional working group  National lead organisations and oversight structures in countries  Peer accountability: Programme staff and consultants
4	<p><b><u>General projects support</u></b> which includes:</p> <ul style="list-style-type: none"> <li>Recruiting in and managing consultants/researchers for the project;</li> <li>Working with the WoMin Director to recruit in project interns from 2018;</li> <li>Manage project budgets;</li> <li>Fundraising and donor liaison, in close consultation with the WoMin Director; and</li> <li>Coordinating training and popular education processes in partnership with the WoMin Director, other WoMin staff and key alliance partners.</li> </ul>	WoMin Director  Peer accountability: Programme staff and consultants
5	<p><b><u>Contribute to the organisation's internal processes and projects</u></b> as required by the long-term strategy, plans and management needs. This work would include:</p> <ul style="list-style-type: none"> <li>Providing input to WoMin's strategy, annual and project plans, and support the alliance read and respond to opportunities at the regional and international level as appropriate;</li> <li>Represent WoMin to national, regional and global platforms as mandated by WoMin's Director and regional leadership; and</li> <li>Undertake organisational tasks as negotiated with the WoMin Director.</li> </ul>	WoMin Director  Peer accountability: Programme staff and consultants

## Skills and Qualifications:

### Essential:

A woman activist with

- A minimum of four to six years' experience in **two** of the following content areas: extractives, violence against women, human rights, militarisation/repression/peace work
- At least four years' experience in programmes/projects development, management and coordination
- A proven history of conceptualising, overseeing and managing research projects
- The proven ability to write reports, concept notes and proposals, and analytical pieces
- Experience in participatory meeting and training methodologies
- A minimum five-year track record of fundraising and donor management
- Proven experience working in and navigating the dynamics and politics of complex networks, movements and/or alliances
- A history of concrete support to organising and movement-building
- A record of tangible work to advance women's rights
- Ability to travel regionally and internationally
- Fluency in written and spoken English and
- The ability to work in a team, meet deadlines, problem-solve with others, and work with full accountability to peers, alliance members and the WoMin Director.

### Desirable:

- Experience working sub-regionally/regionally
- Fluency in written and spoken French, Portuguese and/or Swahili.

We are very committed to recruiting a black African woman with origins in East, West or Central Africa, and would prioritise this as a criteria in our recruitment process.