



BRIEF FOR CAMPAIGN ADVISOR TO WOMIN AFRICAN ALLIANCE

March to December 2019

WoMin started building in late 2012, and launched in October 2013, as an African alliance supporting women's organising and movement-building to resist destructive extractivism and propose the needed development alternatives from the perspective of the majority of African women. WoMin partners and allies with organisations in eleven countries across East, West and Southern Africa – Madagascar, Mozambique, Zimbabwe, South Africa, the Democratic Republic of the Congo, Kenya, Uganda, Nigeria, Senegal, Burkina Faso and Sierra Leone. We have a network of allies and friends continentally and globally with whom we cooperate to campaign and build platforms of solidarity and political convergence.

BACKGROUND TO AND PURPOSE OF ADVISORY POSITION

WoMin concluded the final year of its first five-year strategy at end 2018, and in 2019 is undertaking a year of experimentation and transition towards the start of a new five-year strategy in January 2020. WoMin's work, to date, has been oriented to women's organising, research (including feminist participatory action research), solidarity, feminist schools, learning exchanges and platforms for common analysis and action from the local to the international. We have supported existing campaigns, and in the last year have played a central role building out campaigns related to specific extractives projects. Our emergent thinking about a feminist approach to campaigning, which is given expression in our efforts thus far, has been that campaigns must emerge from and support organising, be led from below, and bring to the fore affected women, their struggles and their aspirations.

The parameters of WoMin's long-term strategy were agreed at the October 2013 launch meeting and have been refined and further developed through an extended three-year operational plan and successive annual plans. This was necessary as the alliance evolved from a research project in 2013, to an initiative hosted within another regional alliance (the International Alliance on Natural Resources in Africa (IANRA)), to its emergence as a fully independent organisation from 1 March 2016.

In the course of the strategy period, WoMin deepened its understanding of the extractives terrain in Africa and agreed three core areas of focus for its programmes. This occurred well into the five-year strategy period and is not reflected in the original strategy. The alliance has thus been in evolution throughout the five-year period, and the evaluation will need to grapple with all this complexity. In late-March 2019, we will initiate an evaluation of the last strategy to feed into a new five-year strategy which we will start building at end-June 2019.

2019 – a year of reflection, learning and transition

In September 2018, the WoMin team undertook a deep reflection on its programme work to shape the year of transition in 2019. We determined that we have supported some key local campaigns, have played a key role in the emergence of a Right to Say NO regional and global campaign (just building out), and have the beginnings of a strong regional energy and climate justice campaign. However, if we are to fulfil our role as a regional alliance then the regional campaigning, building upon local struggles, and linking these together with an explicit movement building orientation, will need to be a defining feature of the next 5-year strategy.

Given this commitment, we require the support of an advisor, with extensive campaigns experience, to:

- input to and guide the evaluation process,
- assist us identify possible campaigns and scope their potential,
- help deepen WoMin's capacity for campaigning through training and mentorship, and specifically support us expand our initial thinking about an African ecofeminist approach to campaigning (building on extensive conceptual and practical work already done), and
- assist us develop our campaigning focus in the next 5-year strategy.

The campaigns advisor will form a part of the evaluation team and will sit on the reference group for the organisational strategy development.

MAJOR TASKS TO END-2019

1. Help the evaluation team build the framework and implement the review which will ask specific questions about WoMin's advocacy/campaigns work to date, and our capacity and readiness to adopt a more explicit campaigning orientation from 2020
2. Analyse and make findings in the evaluation addressing the question of campaigns
3. Advise and accompany the process of scoping out potential campaigns, and building campaign strategies with team members
4. Undertake campaigns training/capacity development which explicitly aims to help WoMin think through more deeply a feminist and movement building orientation to campaigning, which work has already started
5. Provide guidance on how WoMin can conceptualise media and broader communications work to promote and profile any campaigns
6. Provide guidance on reorienting programmes and operations to support campaigns
7. To provide guidance on possible additional capacity needed to build effective campaigns

TIME FRAMES FOR WORK AND COMMITMENTS REQUIRED

Evaluation – starts in the second half of March 2019 and will run through to early-June 2019. We envisage the advisor will contribute 18 days to the evaluation processes over this period

Accompaniment and mentorship – the advisor will support the following activities in the period April to December 2019:

- Input to design and implementation of campaigns scoping (12 days)
- Facilitation of training/defining WoMin campaigns approach (12 days)

Strategy development – will sit on advisory group to WoMin strategy development (6 days)

REQUIRED QUALITIES AND SKILLS

- At least 8 years of experience in successful campaigning work at a regional/ international level;
- An established track record of providing strategic guidance on campaigns to environmental/ climate justice/ extractives/ women's rights organisations, including the development of strong written campaign strategies;
- A strong commitment to organising and movement-building of communities resisting destructive development (we are looking for someone who can help us think about campaigning in and with movement building);
- Knowledge of environmental and climate justice issues in general and expertise in issues related to extractives;
- A knowledge of women's rights and a commitment to advance these rights with women;
- Strong strategic, research and analytical abilities;
- Fluency in written and spoken English;
- Excellent written, verbal and interpersonal communication skills;
- Commitment to, and demonstrated ability to work well as part of a team; and
- Commitment to / acknowledgement of the politics, principles and values of WoMin.

APPLICATION REQUIREMENTS

A one-page letter of motivation should be submitted alongside an up-to-date curriculum vitae to wominconsultancy@womin.org.za. All applications must reach us by 12pm GMT on Thursday 28 February 2019.