

Coalition of African Lesbians – Job Notice

Vacancy: Advocacy Manager

Location: Johannesburg

Deadline: 20 January 2020

About the Coalition of African Lesbians

CAL works to transform Africa into a place where all lesbian, bisexual and queer women enjoy and can access the full range of human rights, secure in the knowledge that we are recognized as full citizens, with rich and diverse cultures, and have a significant and respected presence in all spheres of life; including the socio-political, economic and cultural.

CAL engages in direct action to demonstrate our resistance and rage against those who oppress us; we mobilise our communities and others to take action against patriarchy, homophobia and other forms of oppression; lobby those in power to make decisions that advance our rights; by constantly developing our own analysis and thinking based on our personal and lived experiences as well as realities and learning from others. In this process CAL engages in creating and producing queer and feminist knowledge, and through media and consciousness-raising work, synergizes community building and advocacy to influence the ideas, beliefs and understanding of broader society about justice for LBQ women.

The ideology of CAL is one that is rooted in an analysis of patriarchy and intersecting bases of oppression including race, class, gender, geography, HIV status, age, gender expression, sexual orientation and other factors. As such, the cross-cutting issue that connects different parts of our work, and our work with different movements, is that of the demand for, and shaping of, autonomy over our bodies and lives as people on the margins, including lesbian women and women who have sex with women, women who are sex workers, young women, women living with HIV and those working on and seeking abortion services, all criminalised, stigmatised and marginalised based on sexuality and gender and related factors. (www.cal.org.za)

About the position

The Advocacy Manager ensures strengthening of the advocacy and lobbying work of CAL and its members at the local, transnational, regional and global levels, as well as its interconnectedness, coherence, coordination and integration across all levels, geographies and issues.

Duties

The Advocacy Manager will report to the Director of Programmes, and will have the overall responsibility of strengthening and managing CAL's advocacy work, as well as CAL's relationship with advocacy partners, to ensure the advancement of CAL's politics and agenda. Specific duties will include:

- Develop, and ensure the implementation of, CAL's advocacy strategy in accordance with CAL's radical African feminist ideas and concepts
- Lead on strategic planning with CAL members, staff and partners to ensure our regional advocacy work is an integral element of the overall strategic framework of CAL
- Prepare for representation, represent CAL and promote CAL advocacy agendas, mandates and messages in strategic spaces at regional and international levels
- Provide direction, guidance and support to the advocacy team, and ensure effective teamwork and collective effort
- Monitoring, evaluation and reporting

- Accountability, documentation and record keeping
- Administration
- Such additional duties as are reasonably expected with the level of the position

Formal requirements

- At least 7 years work experience in development and /or LGBTI Human Rights and /or advocacy, campaign development, lobbying and civil society movement building work in the African region
- A deep understanding of the political, economic and social contexts of the continent
- Knowledge and experience in sub-regional, regional and international advocacy networks working on issues related to women's rights, feminist movements, sexuality and gender
- A tertiary qualification in Law, Social Sciences, Development Studies, International Relations, Political Science or any other related field
- Proposal and report writing skills (donors and various stakeholders)
- Training and facilitation skills
- Experience in programme / project design, development and management
- Resource mobilization skills
- Experience in partnership building and relationship management
- Planning, monitoring and evaluation skills
- Knowledge of research methodology and practice
- Ability to lead and manage a team
- Ability to speak other regional languages – such as French, Portuguese, Swahili and Arabic – would be an asset

Personal attributes and knowledge

- Good communication skills in English (written & verbal)
- Good understanding of CAL's mandate
- Knowledge and understanding of issues of human rights and social justice, and particular concern for issues affecting African lesbian women
- Good computer skills
- Flexibility and ability to prioritise
- Accuracy, honesty and integrity
- Ability to work under pressure and meet deadlines
- Problem solving ability
- Crisis Management
- Good organisational skills
- A critical analysis of African geopolitical contexts
- Ability to participate effectively in a team across multiple locations

To apply:

Submit an up to date CV and one-page motivation letter to:

With copy to:

No later than 4pm RSA time on:

surprise@cal.org.za

bridgette@consort.co.za

20 January, 2020

Do not send copies of certificates.