

Coalition of African Lesbians – Job Notice

Vacancy: Community Organising and Campaigns Manager
Location: Flexible
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 Community Organising and Campaigns Manager ensures the development of CAL's movement-building work, particularly at national and sub-regional levels, and the promotion of a transformative movement building framework.

Duties

As a core member of the programmes team, the COC Manager will report to the Director of Programmes and will have overall responsibility for strengthening feminist leadership/ principles within and beyond the organisation, as well as coalition and solidarity building with Pan African movements, for activists and WHRDs to organize collectively and separately. Specific duties will include:

- Play an active role in steering the organization's overall strategic mission and direction, especially as it relates to the Community Organising and Campaigns programme, both offline and online
- Strengthen coherence, co-ordination and integration of the Community Organising and Campaigns work stream as an integral element of the overall strategic framework
- Strengthen CAL's networks, membership and community engagement
- Work with responsibility, transparency and accountability among CAL's members, partners and allies
- Be a spokesperson and advocate for CAL's mission in the broader world, especially among LBQ feminist and women's rights movements
- Provide direction, guidance and support to the Community Organising and Campaigns 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' experience in working directly with women's, feminist, LGBTI Human Rights organizations, and civil society movement building work in the African region
- High level analytical, critical and strategic thinking
- Commitment to community organizing, movement building, citizen action and campaigning
- Experience in community creation (preferably among African LBQ women), ideally in social movements, political advocacy and digital organising spaces
- Demonstrated skills in partnership building, within and across organisations
- Understanding of the landscape of African feminist and women's rights movements, as well as regional civil society dynamics and trends
- Ability to develop communications plans and feedback loops between social justice movements and CAL as a feminist organisation
- A tertiary qualification in political science, sociology, development studies or any related discipline
- Programme / Project design, development and management skills
- Knowledge and experience in research methodology and practice
- Training and facilitation
- Resource mobilization
- Planning, monitoring and evaluation skills
- Ability to lead and manage a team
- Proposal and report writing
- 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
- Good computer skills (fluency in digital organising tools and related plug ins)
- Ability to translate theory into practice
- Flexibility, and ability to manage work streams effectively in the face of changing priorities
- Ability to work under pressure and meet deadlines
- High level of emotional intelligence/empathy
- Honesty and integrity
- Good organisational skills
- Experience in dynamic operating environment, with a demonstrable track record of building scale
- Problem solving and crisis management ability
- Cross Cultural Sensitivity, African language skills, as well as regional and or global work experience
- 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.