

Coalition of African Lesbians – Job Notice

Vacancy: Research Officer
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 Research Officer supports the process by which research, documentation and knowledge production contributes to CAL's overall organisational goals and objectives. She helps to ensure that the ideas, analysis, questions and thoughts of [LBQ and other marginalized] women about their contexts and daily lived realities, as well as the ways in which change happens, are taken seriously and managed as an effective tool to advance CAL's agenda as a radical African lesbian feminist formation.

Duties

The Research Officer will report to the Manager of Research and Knowledge Management, and will have the overall responsibility for conducting research, documenting CAL activities, and supporting the organising and delivery of learning interventions within CAL's programme mandates. She is also responsible for producing and compiling content for CAL publications. Specific duties will include:

- Help ensure understanding of CAL's research policies and agenda amongst members, partners and supporters as well as by institutions and agencies doing research within CAL's areas of work
- Assist in the review and development of the CAL research approach, as well as principles and tools for research and knowledge production so that they become the basis of a progressive radical African lesbian feminist agenda
- Help to ensure the CAL approach to research and knowledge production is used both internally and externally as an advocacy tool to shape and influence how research is done, by whom and for what purposes
- Help to design research projects; and conduct any research required for such projects, write up the findings and assist in analysing them

- Produce and compile articles, stories and other literary texts for CAL publications
- Work with staff, members, partners and supporters to apply the research done to our activism and work, and to popularize the ideas with relevant movement and policy audiences
- Work in collaboration with the Media and Communications team to ensure that all major activities of the organisation, both internal and external, are documented, and that the reports are shared with other teams
- Organise, coordinate and conduct learning interventions of all types – such as workshops, seminars, webinars, symposia and conferences – among staff, members, partners, allies, supporters and other stakeholders for the purpose of building knowledge, sharing information and transferring skills, within the objectives and mandate of the organisation
- Engage in an ongoing strategic thinking process related to the domain of African radical feminist ideas and what is necessary to create and produce, as a collective feminist effort, knowledge on these; and how such knowledge can be used
- Engage in ongoing strategic thinking processes related to using research, documentation and knowledge production to recognise, understand, confront and address fundamentalist ideas
- Engage in strategic thinking and other types of planning with CAL members, supporters and staff to ensure that research and documentation are integral elements of CAL's overall strategic framework
- Undertake such additional duties as are reasonably expected with the level of the post.

Formal requirements

- Bachelor's Degree or equivalent tertiary qualification in a relevant discipline: for example, research, education, journalism, social sciences, development studies
- More than two years of working experience or a track record in conducting research or implementing writing projects
- Experience in organising and facilitating different types of conversations
- Competence in MS Office
- Strong verbal and written communication skills in English
- Ability to speak and write other regional languages – such as French, Portuguese, Swahili and Arabic – as well as local languages, would be an asset

Personal attributes and knowledge

- Good understanding of CAL's mandate
- Knowledge and understanding of issues of human rights, social justice, with a passion for community development and understanding and concern for issues affecting African lesbian women
- Knowledge and understanding of feminist principles relating to knowledge production and the hierarchy of knowledge
- Highly organised, efficient, methodical and able to work under pressure
- Ability to work independently and take initiative while being open, transparent, accountable and consultative
- Self-motivation, with minimal need for supervision, is vital
- Ability to plan, and deliver tasks on time
- Flexibility and ability to prioritise
- Accuracy, honesty and integrity
- Ability to participate effectively in teams across multiple locations

To apply:

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

surprise@cal.org.za
bridgette@consort.co.za

No later than 4pm RSA time on:

20 January, 2020

Do not send copies of certificates.