

Coalition of African Lesbians – Job Notice

Vacancy: Community Organising and Campaigns Officer

Location: Flexible

Deadline: 6th February 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)



T: +27 11 403 0007 / 0158 / 0114



www.cal.org.za
info@cal.org.za



58, The Valley Road, Parktown, Johannesburg, SA
P.O Box 31792, Braamfontein, Johannesburg, 2001, South Africa

About the Position

The Community Organising and Campaigns Officer engages directly in the implementation of campaigns and CAL's community building strategies at the national, sub-regional and regional level that includes organising and mobilising activist collectives to amplify and build support for CAL's political work. This post is aimed at engaging communities in Western and Central Africa, and priority will be given to individuals applying from countries based in this region.

Duties

As a core member of the programmes team, the COC Officer will report to the Community Organising and Campaigns Manager and together they 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:

- Supporting CAL's project implementation with its members and partners, to organise and mobilise at a national, sub-regional and regional level, as well as to advance CAL's politics and agenda.
- Directly implementing the movement-building process of CAL, nationally and sub-regionally
- Supporting cross-learning efforts on contexts, realities, movements and organising nationally and sub-regionally
- Exploring and seeking possible partnerships with organisations, collectives and activists
- Working with responsibility, transparency and accountability among CAL's members, partners and allies
- Strengthening CAL's networks, membership and community engagement
- Implementing national and sub-regional campaigns effectively with members and partners
- Coordinating the collection of data relevant to feminist organizing nationally and sub-regionally
- Maintaining and updating a database of activists, collectives, organisations and movements with which CAL can collaborate
- Monitoring, evaluation and reporting
- Accountability, documentation and record keeping
- Administration
- Such additional duties as are reasonably expected with the level of the position



T: +27 11 403 0007 / 0158 / 0114



www.cal.org.za
info@cal.org.za



58, The Valley Road, Parktown, Johannesburg, SA
P.O Box 31792, Braamfontein, Johannesburg, 2001, South Africa

Formal requirements

- **Strong written and verbal communication skills in French and English**
- Up to five years' experience in working directly with women's, feminist, LGBTI Human Rights organizations, and civil society movement building work in the African region
- Knowledge and experience in sub-regional, regional and international activist/ advocacy networks working on issues related to women's rights, sexuality and gender
- Tertiary qualification in a relevant discipline: for example, community psychology, politics, social sciences, project management, development studies
- Analytical, critical and strategic thinking
- A deep understanding of the political, economic and social contexts of the continent
- Demonstrated skills in partnership building, within and across organisations
- Demonstrable organising skills and commitment to community organizing, movement building, citizen action and campaigning
- Ability to develop communications plans and feedback loops between social justice movements and CAL as a feminist organisation
- Good computer skills (fluency in digital organising tools and related plug ins)
- Research & analysis skills
- Strong inter-personal skills
- Ability to speak other regional languages – Portuguese, Swahili and Arabic – as well as local languages, would be an asset

Personal attributes and knowledge

- Good understanding of CAL's values and mandate
- Personal goals and values that are compatible with the vision, mission and strategic goals of CAL
- High level of emotional intelligence/empathy
- Honesty and integrity
- Self-motivation, with minimal need for supervision, is vital
- Problem solving and crisis management ability
- Cross-cultural sensitivity
- Ability to participate effectively in a team across multiple locations
- Highly organised, efficient, methodical and able to work under pressure
- Ability to work independently and take initiative while being open, transparent, accountable and consultative
- Ability to plan, prioritise and deliver tasks on time
- Strong coordination experience



T: +27 11 403 0007 / 0158 / 0114



www.cal.org.za
info@cal.org.za



58, The Valley Road, Parktown, Johannesburg, SA
P.O Box 31792, Braamfontein, Johannesburg, 2001, South Africa

To apply:

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

surprise@cal.org.za

With copy to:

bridgette@consort.co.za

No later than 4pm RSA time on:

6th February, 2020

Do not send copies of certificates.



T: +27 11 403 0007 / 0158 / 0114



www.cal.org.za
info@cal.org.za



58, The Valley Road, Parktown, Johannesburg, SA
P.O Box 31792, Braamfontein, Johannesburg, 2001, South Africa