

Director of Programmes For Gender Links



GENDER LINKS
FOR EQUALITY AND JUSTICE

Candidate Pack November 2018

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Who we are

Gender Links (GL) is a leading Southern African Women's Rights Organisation whose work has been widely acclaimed across the continent. Two times winner of the *Mail and Guardian* "Investing in the Future Award", GL has also received **Top Women, Drivers of Change** and **African Union** awards for its outstanding contribution to advancing women's rights in this sub-region.

Formed in **March 2001**, GL is headquartered in Johannesburg, South Africa, with offices in ten Southern African Development Community (SADC) countries, including a Lusophone base in Mozambique and Francophone base in Madagascar.

Described in an evaluation as a "small organisation with a large footprint," GL has a web of close to 600 partners, with whom it works to promote gender equality.

At the policy level, GL coordinates the **Southern African Gender Protocol Alliance** that campaigned for the adoption of this unique instrument in 2008. Originally aligned to the Millennium Development Goals, the Protocol brings together global and international commitments to gender equality. In 2016, the Protocol was aligned to the **Sustainable Development Goals**. GL and 25 partners produce an annual **Barometer** tracking progress towards attaining gender equality in SADC.

In its **gender and governance** programme GL spearheads the 50/50 campaign in the region. GL has played a key role in putting **gender on the local government agenda** in ten SADC countries through 432 councils that have joined the **Centres of Excellence for Gender in Local Government**. This includes gender responsive budgeting and service delivery, with new areas like Sexual and Reproductive Health and Rights as well as Climate Change enriching this model. The councils cover a population of 40 million people or 34% of the population in the ten countries where they are found.

Pioneering work on the Sixteen Days of Activism campaign in the **gender justice programme** has expanded to include 365 day action plans to end gender violence. GL has pioneered a way of **measuring gender violence** tested in seven SADC countries, and used to strengthen 365 day National and Local Action Plans for Ending Gender Violence.

GL has worked with **1300 survivors of gender violence to reclaim their lives through entrepreneurship training** linked to local economic development. The programme is anchored by councils that provide support, mentorship, access to finance and infrastructure. An assessment of the pilot phase of this project in 2015 showed that 91% completed a business plan and 79% followed through on the plan. The overall increase in income in 2015 as a result of the project is over \$1 million; a 66% increase. 59% added new products and 54% found new markets; 48% indicated starting a new business and 29% increased the size of their business; 41% opened a bank account and 35% increased email usage. 85% of participants said they now experience less or much less GBV. Rebranded the **Sunrise Campaign** because of the fresh start and new hope that this has given participants, GL has mounted a global campaign to raise funds for sustainable solutions to GBV that change lives and deliver agency.

In the first fifteen years GL reached over 120,000 direct beneficiaries. In an analysis of the **Drivers of Change**, 65% of women said they had become more aware of their rights; an even higher percentage (73%) said they now had greater confidence; 52% said they could claim their rights and 49% had improved their self-image.

As founding chair of the Global Alliance on Gender and the Media (GAMAG) GL is a global and regional **thought leader on gender and the media**. GL works with **108 Centres of Excellence for Gender in the Media**, including twelve public broadcasters and 11 media training institutions that have opted to become **Centres of Excellence for Gender in Media Education**. GL's **Gender and Media Progress Study (GMPS)** conducted every three years is the most extensive such study undertaken in any region of the world providing a wealth of data for advocacy and action planning as well as sharing through the **Gender and Media Diversity Centre (GMDC)**. GL has a growing social media footprint on facebook, twitter, you tube and Instagram, as well as a comprehensive website with 627,718 page views in 2015.

Role Description

JOB TITLE: Director of Programmes

LOCATION: Johannesburg, South Africa

The post is based in Johannesburg and requires flexibility to travel. For non-South Africans, a residence permit is a requirement.

SALARY: A highly competitive remuneration package with a performance-linked 13th cheque will be offered, commensurate with the skills and experience of the successful candidate. The offer will be subject to three months' probation.

JOB PURPOSE: The Director of Programmes is responsible for overall leadership and implementation of core programmes, fundraising, research, monitoring, evaluation and learning as well as sustainability. The organisation's proposed organisational chart is at pages 6 and 7.

REPORTING LINES: Reports to the Gender Links Chief Executive Officer.

CONTRACT PERIOD: The post is for an initial period of two years, with scope for growth and promotion as part of GL's succession planning, and linked to the organisation's performance management system. GL is committed to mentoring and developing the next generation of leaders of the women's movement.

KEY RESPONSIBILITIES: Reporting to the CEO, and working closely with the Director of Operations, tasks include:

- Fund raising to grow and sustain the organisation's programme work.
- Oversight of GL's Southern Africa Gender Protocol Alliance, Governance and Media Programmes, in which SRHR is a cross-cutting theme.
- Management and reporting of regional grants relating to these programmes.
- Oversight of GL's Results for Change framework that includes Monitoring, Evaluation, Knowledge, Learning and Value for Money.
- Oversight of GL's Lusophone office (based in Mozambique) and Francophone office (based in Madagascar).
- Strengthening and building partnerships nationally, regionally and globally in GL's areas of work.
- Preparing papers and presentations and representing the organisation at strategic forums and events.
- Leading new and innovative ways of working that create multiplier effects and leverage off GL's networks and knowledge bases.

Person Specification

Required Qualifications

- Masters' Degree in Social Science Studies or other equivalent advanced degree in a related field.
- A relevant post-graduate social sciences degree on or including gender studies.
- A valid driver's licence.

Experience

- A strong background in Gender, Sexual and Reproductive Health and Rights (SRHR) is required.
- At least ten years' experience of results-based management, preferably in an NGO environment.
- Proven track record of feminist leadership is required.
- Significant management experience with at least ten of these at a senior leadership level, ideally with a proven track record of managing cross-functionally.
- Prior experience of leading programme specific units - with financial accountability - is a key requirement.
- A proven track record of raising funds from bilateral, multilateral and philanthropic organisations is essential.
- Knowledge of, and work experience in, the SADC region is a requirement.

Skills

- Strong strategic, conceptual and operational skills are required.
- Excellent verbal, analytical, writing and editing skills, including public presentation are required.
- Strong skills in teamwork and facilitation.
- Ability to define problems, collect data, establish facts and draw valid conclusions, and to exhibit independent judgment in the development, implementation and evaluation of plans, procedures and policies.
- Research, advocacy and training skills.
- Proven financial, fund raising and report writing skills.
- Excellent networking and inter-personal skills.
- Facility with IT and its strategic applications in research and advocacy.
- Excellent organisational skills and attention to detail.

Personal Qualities

- Committed to equality - and especially gender equality.
- Persuasive, dynamic, determined and strategic.
- Able to travel.

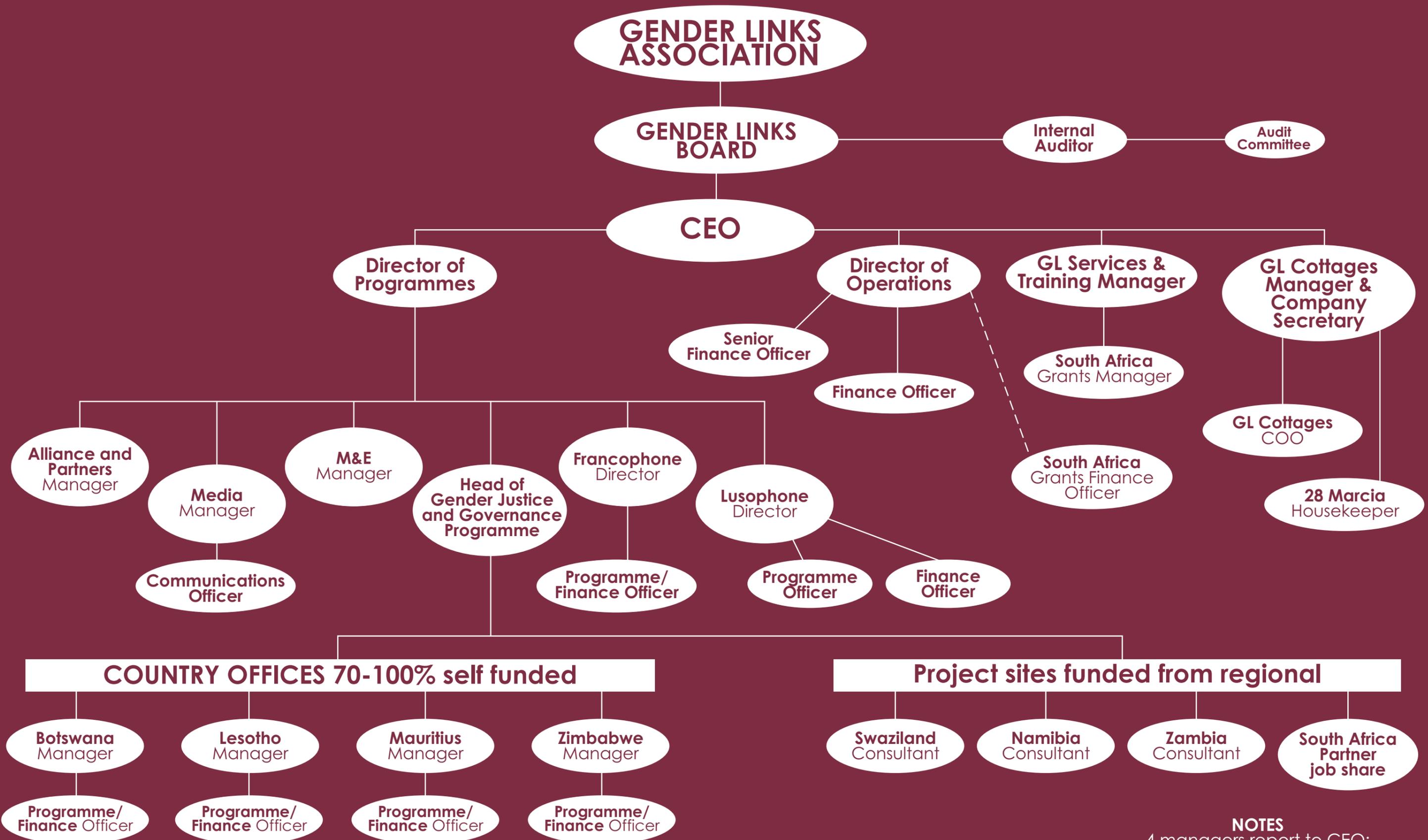
Key Requirement

Candidates have to be nationals of Southern Africa, and have experience of working in the region. Facility with the languages spoken in the region other than English, and residence status in South Africa will be an advantage.

Equality Statement

Equality and diversity is at the core of Gender Links values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

PROPOSED GENDER LINKS ORGANISATIONAL CHART 2019



NOTES
 4 managers report to CEO;
 6 managers report to DoP; 4 managers
 and 4 consultants/partners report to HoG

How to Apply

Using the online platform at the following link

<https://genderlinks.orangehrmlive.com/recruitmentApply/13/view>

Interested candidates should:

- Submit their CV - An up-to-date curriculum vitae (of no more than 3-4 sides of A4);
- References with the relevant contact information;
- Letter of motivation - a detailed statement (of no more than 2-sides of A4) explaining why you are interested in this post and how your skills and experience make you suitable.
- A piece of written work that you have authored recently - a report, a proposal, etc.

For more information on GL go to www.genderlinks.org.za

Closing Date

Applications are welcome until the deadline of **Close of Business, Friday 7th of December 2018 (at midnight GMT)**.

Next Steps

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Gender Links in greater detail. The selection committee will subsequently meet to decide upon a final shortlist to be invited to the formal interview stage to be conducted during the week of 14 January. Interviews will involve a presentation, written proposal and budget exercise. The successful candidate will be expected to start as soon as possible and preferably by 1 March 2019.

GL reserves the right to re-advertise, should a suitable candidate not be found.

