

Head Gender Justice & Governance 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: Head, Gender Justice and Governance

LOCATION: Johannesburg, South Africa

The post is based in Johannesburg and requires flexibility to travel within the Southern African Development Community.

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: Managing a team of country managers in eight Southern African countries to support Centres of Excellence for Gender in Local Government. These include flagship programmes and campaigns for ending GBV, Sexual and Reproductive Health and Rights (SRHR) campaigns, and the Sunrise Campaign that links council Local Economic Development Plans with entrepreneurship training for survivors of gender violence.

REPORTING LINES: Reports to the Director of Programmes.

CONTRACT PERIOD: The post is for an initial period of two years, with scope for growth and promotion, as determined by 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 Director of Programmes, responsibilities include:

- Managing a team of country managers in eight Southern African countries to support Centres of Excellence for Gender in Local Government. These include flagship programmes and campaigns for ending GBV, Sexual and Reproductive Health campaigns, and the Sunrise Campaign that links council Local Economic Development Plans with entrepreneurship training for survivors of gender violence.
- Strengthening Results for Change - Monitoring, Evaluation, Knowledge, Learning, Innovation and Value for Money. Designing tools for gathering best practices and evidence of strategies that make a difference.
- Organising SADC Protocol@Work summits for the sharing of best practices and administering of awards.
- Leading fund raising initiatives at national and regional level for sustaining this process.
- Supporting the institutional growth of GL country offices to support the work, promote ownership and sustainability.

Person Specification

Required Qualifications

- A Masters' Degree in governance or a relevant social science field, including or focusing on gender.
- A strong grounding in, and commitment to, gender and development.
- A valid driver's licence.

Experience

- At least eight years' experience, three of these at management level.
- Knowledge of local government and how it works in the Southern African region. Previous experience of working in or with local government would be an advantage.

Skills

- Strong strategic, conceptual and operational skills are required.
- Excellent fund raising skills.
- Excellent facilitation, team building, mentoring and training skills.
- Excellent report writing, media, communication and IT skills.
- Excellent administrative, logistic and management skills.

Personal Qualities

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

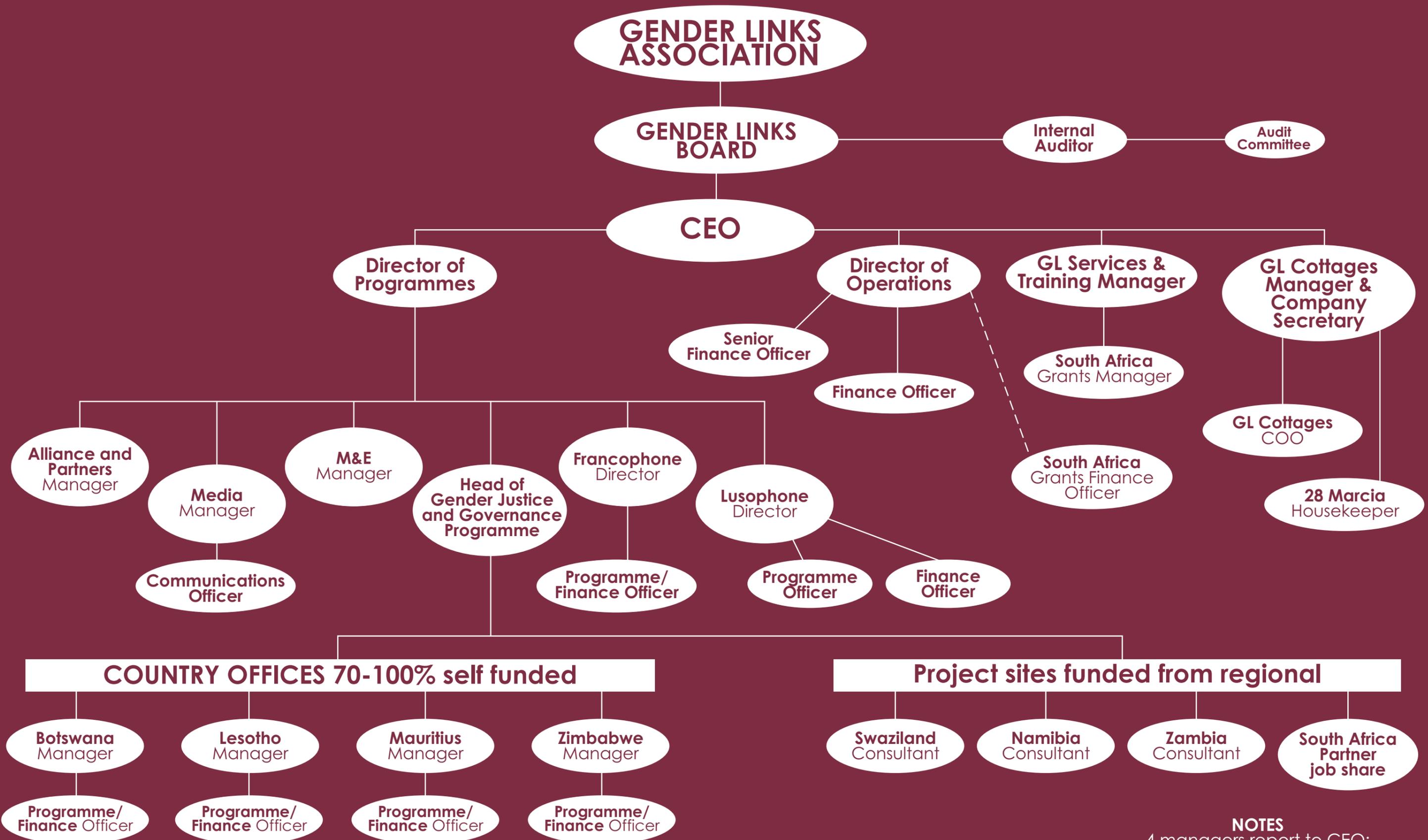
Key Requirement

The successful candidate must be a national of Southern Africa and have experience of working in the region. Residency in South Africa, and facility with official languages of the region in addition to English, would 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/14/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

Only shortlisted candidates will be contacted for interviews in late January. These will involve a presentation, written exercise 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.

