POSITION TITLE: Regional Coordinator, Africa  
LOCATION: Nairobi, Kenya  
REPORTS TO: Regional Director, Africa and Director of Programmes  

ABOUT US  

Equality Now is an international legal advocacy organization that seeks to protect and promote women and girls’ rights around the world. Working with grassroots organisations, human rights organisations, and individual activists, Equality Now uses the law to promote gender equality. We do this by challenging laws that discriminate against or increase the vulnerability of women and girls and promoting laws that would protect their wellbeing. Through such legal and systemic change, we hope to realize a world in which women and girls live as equal citizens, free from violence, discrimination, and exploitation.  

Equality Now’s work currently focuses on four programmatic areas: legal equality, ending sexual violence, ending harmful practices, and ending sex trafficking. We have offices in New York, London, Nairobi, and Beirut and a presence in India, China, and the Republic of Georgia. For more information about our programs, please visit www.equalitynow.org.  

POSITION SUMMARY  

The Regional Coordinator, Africa will facilitate the emergence of strong, effective, diverse and inclusive women's movements across Africa. A main purpose of the role is to ensure that Equality Now is connected and in the know about what is happening regarding women’s and human rights in Africa, making linkages from the local and national to the regional and global. The Regional Coordinator, Africa will also work to profile Equality Now in Africa as the ‘go to’ organisation on women and the law and facilitate the development of effective social movements, coalitions and partnerships to progress women’s equality and human rights in Africa. They will also provide functional line management to programme staff working from our Africa office and build and maintain effective relationships with donors.  

KEY RESPONSIBILITIES  

* Ensuring that Equality Now is connected and in the know about what is happening on women and human rights in Africa, making linkages from the local and national to the regional and global.  
  - Networking and representation across Africa, particularly at regional bodies/events  
  - Keeping abreast of AU, regional and Africa focused UN body processes and opportunities, and making sure the right people in the organisation know about them  
  - Keeping abreast of policy/legal relationships, opportunities, risks and impacts between the global and the local and vice versa  
  - Identify key national and regional opportunities and platforms for engagement, documenting if and where Equality Now would add value  
  - Regional lobbying and advocacy  

* Profiling Equality Now in Africa as the ‘go to’ organisation on women and the law.  
  - Staying abreast of the issues and achievements in our Africa campaigns and sharing them with others  
  - Representing Equality Now in the media as required by the Regional Director  
  - Providing strategic guidance to the development of legal cases  

* Facilitating the development of effective social movements, coalitions and partnerships to progress women’s equality and human rights in Africa.  
  - Map and assess the work of women’s and other groups in the region working on women and girls’ rights and identify potential areas of collaboration and movement building  
  - Develop contacts and review partnerships in the region that will assist Equality Now in its outreach, advocacy and ability to make a difference  
  - Oversee partnership development, networking and coalition building
Providing functional line management to programme staff working from our Africa office

● Ensuring programme staff in the Africa office are
  ○ delivering on the campaigns in their portfolios towards achieving the desired outcomes
  ○ reporting to the Learning Team against their milestones each quarter
  ○ submitting timely reports and expenses
● Ensuring we have the right people, in the right place, at the right time, doing the right things so that we can deliver on our commitments to donors and our campaign ambitions

QUALIFICATIONS AND EXPERIENCE

● A flair for networking, collaboration, and bringing people together in common cause;
● Existing contacts and networks in the region useful to advance work in the field of women and or human rights and the law;
● Significant knowledge of the region and its women’s rights context;
● A heart of an activist, head of a lawyer, and legal analytical skills;
● Knowledge of human rights mechanisms and regional and international treaty bodies and their mechanisms;
● Proficiency in one or more languages from the region;
● Excellent communicator verbally and in written English;
● Ability to articulate complex ideas simply to a range of audiences;
● Clear and concise writing style;
● Efficient and effective operational management;
● Confident with spreadsheets;
● A self-starter with the maturity to operate in a variety of environments;
● Sense of humour appreciated.

Education and Experience:

● Completion of a master's degree at an accredited college or university or equivalent work experience - gender, social development, law, or human rights preferred;
● At least six years’ experience working in the legal, human rights or women’s rights field; or equivalent experience that would enhance Equality Now’s contribution to the protection and promotion of women’s rights in the region;
● Experience of working collaboratively, with coalitions and within social movements;
● Programme/project management experience.

HOW TO APPLY

To apply please send resume and cover letter to: jobs@equalitynow.org with the position title "Regional Coordinator, Africa" in the subject line. No calls please.

Equality Now employees are selected on the basis of ability without regard to race, colour, religion, sex, language, political or other opinion, nationality, ethnic or social origin, disability, pregnancy, mental status, HIV status, age, marital status, or sexual orientation.

Candidates must have authorization to reside and work in Kenya.