

PRGM DEPT. | JOB DESCRIPTION

GLOBAL LEAD, END HARMFUL PRACTICES

ABOUT US

Founded in 1992, Equality Now fights for the protection and promotion of the human rights of women and girls around the world through legal advocacy. Working with grassroots women's and human rights organizations and individual activists, Equality Now documents violence and discrimination against women and mobilizes national and international action to support efforts to stop these abuses. The organization's work is focused on four main program areas: Legal Equality, End Sexual Violence, End Harmful Practices, and End Sex Trafficking.

With staff in the United States, the United Kingdom, Kenya, Lebanon, Jordan, India, Georgia, and the Netherlands, Equality Now is governed by an eleven-member Board of Directors, a six-member UK Trustees group, and a six-member Africa Board.

POSITION SUMMARY

Equality Now is excited to recruit a Global Lead for our End Harmful Practices (EHP) team. The Global Lead will ensure that Equality Now is learning from its programming and remains at the cutting edge of thinking and responses to ending harmful practices globally. They will lead the design and development of effective approaches to ending harmful practices, guaranteeing that all EHP campaigns reflect on and respond to the specific vulnerabilities and needs of adolescent girls. Finally, the Global Lead will help build legal systems that address the legal and societal prejudices that keep adolescent girls from realizing their rights and accessing justice.

RESPONSIBILITIES

Thought Leadership

- Stay abreast of developments in harmful practices policy and practice, including female genital mutilation, child marriage, and 'honour' crimes.
- Provide thought leadership on harmful practices within Equality Now and engaging staff across the organisation in critical thinking about our work.
- Ensure Equality Now is at the cutting edge of thinking on how to end harmful practices and is providing thought leadership on the contribution of the law on national, regional, and global platforms.
- Work with the Communications team to profile Equality Now as the global go-to organization regarding harmful practices and the law (this may involve making presentations, conducting media interviews, and publishing Op Eds and articles).

Learning

- Work with the Program team to continuously reflect on our practice, campaigns, and impact;

- Develop Equality Now's strategic approaches and methods for addressing harmful practices.
- Collaborate with our Monitoring, Evaluation, Knowledge, and Information (MEKI) team to monitor, evaluate, and learn from campaigns (i.e. projects).
- Work with the Learning Team to understand and articulate the causal linkages and relationships between harmful practices, sex trafficking, sexual violence, and legal equality.
- Conduct secondary research and commissioning research with the MEKI team in the development stage of campaign development.
- Convene the campaign teams working on Ending Harmful Practices across all offices to ensure learning across the organization.
- Ensure that the Leadership Team is up to date with current thinking on ending harmful practices, our contribution, and future strategies.
- Provide leadership and guidance throughout the development of all reports on harmful practices produced by Equality Now.

Development

- Provide content for capability statements, concept notes, and proposal development, in cooperation with Program Officers.
- Lead program/campaign design and proposal development in line with Equality Now's theory of change.

Collaboration

- Liaise with the Global Lead - Legal Advocacy to ensure that there is efficient and effective coordination of participation in and submissions to international human rights mechanisms.
- Engage actively with international agencies and human rights mechanisms working to end harmful practices.
- Provide leadership and strengthen collaboration of Equality Now with international and regional end harmful practice coalitions.
- Identify and participate in strategic partnership-building opportunities to end harmful practices and facilitate the engagement of relevant Program Officers in the same.
- Work across regions and thematic areas to ensure we are up to date and engaging strategically with advocacy opportunities to end harmful practices availed by regional and international human rights mechanisms.

Communications

- Be Equality Now's spokesperson on ending harmful practices.
- Act as an expert adviser within campaign teams as they develop their communications strategy for each end harmful practices campaign.
- Collaborate with the Communications team on major external communications relating to harmful practices to ensure consistency and accuracy of message.
- Develop thoughtful and effective responses to those who have alternative views on how to address harmful practices and engage with them.

Adolescent Girls Legal Defense Fund

- Working with the Global Leads, identify opportunities in our programming across the globe where strategic litigation around the injustices faced by adolescent girls could be used to leverage positive changes in their access to justice.
 - Refocusing the AGLDF Board towards being an expert group and adolescent girls and the law. Engaging the AGLDF Board as advisors on strategic litigation cases.
 - Working with the relevant Campaign Lead to bring strategic litigation cases—providing advice, resources and support.
 - Ensure we document processes and learning in order to build a compelling bank of evidence from across the globe to inform advocacy and legal change with regards to adolescent girls in other countries.
 - Developing compelling narrative reports for the donor(s).
 - Developing materials to attract more donors to the fund.
- Oversee the Generosity of Girls Fund— sub-granting, monitoring, learning and reporting.

DESIRED TRAITS

- Courageous
- Creative
- Inspiring
- Thoughtful
- Engaging
- Pragmatic

DESIRED EXPERIENCE AND QUALIFICATIONS

- Relevant post graduate degree or equivalent professional development;
- Knowledge of international and regional human rights framework and relevant human rights mechanisms/instruments;
- More than five years of experience working towards ending harmful practice and women’s and girls’ rights (preferably with an international organization);
- At least three years’ management/leadership experience;
- Strong writing and communication skills;
- Evidence of thought leadership capability;
- Skills and knowledge in advocacy impact monitoring and evaluation;
- Interpersonal skills to engage effectively and respectfully with colleagues remotely;
- Integrity in representing the organization and its work to all partners;
- Experience in ensuring adherence to safeguarding and child protection processes and practices.
- Professional background in international law;
- Experience of managing dispersed teams across regions and time zones;
- Fluency in Spanish, French or Arabic in addition to English.

APPLICATION PROCESS

Please send a resume, cover letter, and a writing sample to: jobs@equalitynow.org with “Global Lead, EHP” in the subject line. No calls please. The deadline to apply is 15 March 2021 but

applications will be reviewed on a rolling basis. Due to the volume of applicants anticipated for this role, only shortlisted candidates will be contacted for an interview.

Equality Now offers a competitive compensation package, including base salary, savings, health and vacation benefits, and is an Equal Opportunity employer. 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.