

PRGM DEPT. | JOB DESCRIPTION

PROGRAMME OFFICER, END SEXUAL VIOLENCE

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.

SCOPE OF WORK

Under its End Sexual Violence (ESV) programme, Equality Now is implementing a five-year project themed 'The Young Women for Awareness, Agency, Advocacy, and Accountability (YW4A) Programme' which was designed in partnership with the Ministry of Foreign Affairs of the Netherlands.

YW4A has been co-created by four consortium partners, World Young Women's Christian Association (World YWCA), Equality Now, YWCA Palestine, and YWCA Kenya; two implementing partners, YWCA South Sudan and YWCA Egypt; and two technical partners, The Royal Tropical Institute (KIT) and Faith to Action Network (F2A). The programme's long-term outcome is to strengthen and diversify young women's participation and amplify their voices to effectively influence decision-making towards gender-just laws, policies, norms, and practices related to their bodily integrity and equal participation. The programme will be implemented in Palestine, Egypt, Kenya, and South Sudan.

POSITION DESCRIPTION

The Programme Officer, End Sexual Violence (YW4A) will play a pivotal role in coordinating, developing, and implementing Equality Now's work to further strengthen and diversify young women's participation and amplify their voices to effectively influence decision-making towards gender-just laws, policies, norms, and practices related to their bodily integrity and equal participation in Kenya, South Sudan, Egypt and Palestine.

This role will specifically support the strengthening of the advocacy capacity of select women's rights organizations and advocate for the adoption, amendment, withdrawal or effective utilisation and implementation of select laws and policies towards promoting young women's rights to leadership, participation and ending SGBV in the countries of project implementation.

RESPONSIBILITIES

Work with Regional Bodies and their Member States to end violence against women and girls and:

- Support organizational efforts towards mapping and assessing the legal and policy landscape in South Sudan, Kenya, Egypt and Palestine towards identification of legal barriers and gaps to realization of women's rights specifically bodily integrity and equal participation.
- Support capacity building initiatives entailing designing of training materials and training of relevant staff of select women's rights organizations and faith based organizations in legal advocacy targeting national regional and global engagements aiming at legal and policy reforms as well as practice change.
- Provide technical leadership and supervision in the development and implementation of Legal advocacy strategies in the countries of operation towards legal reform review and implementation towards realization of the rights of women to equal participation and bodily integrity.
- Support and facilitate the capacity enhancement of select women's Rights Organizations to engage with critical human rights accountability platforms including the African Union Commission (AUC), African Committee of Experts on Rights and Welfare of the Child ACERWC;; The Committee of the Commission on Elimination of all forms of Discrimination against Women CEDAW Committee, UN Working Group on the Discrimination against Women in law and in practice, Human Rights Council ;Committee for Mother and Child-MENA/Arab league and relevant regional and international Special Rapporteurs (e.g. Special Rapporteur on the Rights of Women in Africa; on Palestine etc.)
- Coordinating and working closely with the YW4A consortium as guided by the Regional Coordinator. Ensuring clear and consistent communication and coordination with relevant YW4A consortium members and End Sexual Violence team members particularly in relation to inter-regional implementation of the project.

End Sexual Violence

- Keep abreast of human rights issues affecting women and girls in the countries of operation, particularly regarding the above objective and focus areas.
- Research and prepare for YW4A consortium meetings.
- Establishing and maintaining contacts with YW4A consortium members and relevant WROs.
- Coordinate and work closely with the Regional Coordinator, Africa and all other teams (particularly End Sexual Violence End Harmful Practices teams and Legal Equality teams). Ensure clear and consistent communication and coordination with relevant Global Leads and the other campaign teams particularly in relation to regional emerging trends or opportunities in relation to their program goals.
- Contribute to the drafting of high-quality technical submissions to public consultations (e.g. on draft laws, policy, etc.) and human rights treaty bodies and mechanisms (e.g. UN CEDAW Committee, African Commission).

- Contribute to generating Equality Now actions and alerts on campaigns against violations of women's rights in Africa, particularly as relevant to Equality Now's End Sexual Violence Work.
- Develop annual and quarterly milestones and document progress in the Campaign Tracker and relevant reports.

Media and Communications

- Collaborate with Equality Now's media and communications teams to provide content emerging from the project work and supporting Media strategy development

Other duties as reasonably requested

- Participate in and contribute to Equality Now staff meetings including relevant thematic groups' discussions.

Supervision

- Supervise consultants, fellows and interns as required.

SKILLS AND COMPETENCIES

Required

- A law degree, or a master's degree in gender/women's rights, international law/human rights law or equivalent experience.
- Three+ years' experience in working on human rights issues or working with women's movements in campaigning on advocacy regionally in Africa or internationally with specific experience focusing on using internal human rights instruments to protect the rights of women and girls.
- Experience in extensive policy work.
- Knowledge of the African human rights system, the African Union.
- Excellent analytical, conceptual, writing and editing skills and use of computer software (Word, Excel, PowerPoint etc.).
- Excellent communication and advocacy skills.
- Excellent training and facilitation skills.
- A deep profound understanding of and commitment to gender equality in the law.
- Fluent written and spoken English required.
- Excellent interpersonal and networking skills.
- Ability to take initiative and work independently with a focus on achieving results.
- Strong teamwork – working within and across campaigns, program and geographical boundaries.
- Strong planning and organization skills and proven ability to steer and monitor progress against plans and adjust plans in order to deliver on set goals and results.

Desirable

- Budgeting and financial management.

- Connection to existing networks with feminist and women's rights organizations in Africa.
- Experience engaging with the media in Africa.

APPLICATION PROCESS

To apply: Send your CV, cover letter and writing sample to equalitynownairobi@equalitynow.org by **25th March 2021** with **Program Officer, End Sexual Violence (Africa)** in the subject line. **No calls please.** Applicants must have the right to live and work in Kenya.