

Job Description

1. **NAME:**
2. **POSITION TITLE:** Movement Engagement Lead - Resourcing Feminist Movements Initiative
3. **POSITION CLASSIFICATION:** C/D
4. **LOCATION:** Flexible
5. **REPORTING RESPONSIBILITIES:**

The reporting responsibilities of this position are as follows:

Reporting to;	
5.1 Direct Reporting Line	Reporting Areas
Manager of Resourcing Feminist Movements Initiative	All matters
5.2 Functional Reporting Line	Reporting Areas
MCE Manager	Membership and constituency engagement matters

- *Direct reports indicate those staff members this position directly reports to, and is responsible for performance appraisals of this position.*
- *Functional Reports indicate staff this position reports to or interacts with and who this position is accountable to for the specific function.*

Reported by;	
5.3 Direct Reports	Reporting Areas
None	Not Applicable
5.4 Functional Reports	Reporting Areas
None	Not applicable

- *Direct reports indicate those staff members directly reporting to this position, and this position is responsible for performance appraisals of.*
- *Functional Reports indicate staff reporting or interacting with this position and who are accountable to it for the specific function.*

6. OVERVIEW

The Resourcing Feminist Movements (RFM) Initiative within AWID focuses on resourcing feminist, gender justice, and women's rights movements. The RFM Initiative is the evolution of AWID's focus on resourcing feminist and women's rights movements, and continues the legacy of the "Where is the Money for Women's Rights?" initiative established by AWID in 2005. Under the current Strategic Plan (2018-2022), the RFM Initiative has maintained a focus on shaping a funding

ecosystem that is inter-connected and movements-responsive, within a broader context of unjust economic policies that shape our economies and access to resources.

To better support & engage with movements around issues of resourcing, it is critical that the RFM Initiative be responsive to current shifts in the resourcing ecosystem. In addition to economic and social inequalities exacerbated by the COVID19 pandemic, crackdowns by authoritarian states & closing civic space have had a significant impact on funding flows to feminist movements. The funding ecosystem is seeing new actors, including the private sector, play an influential role in the discourse and practice of resourcing. Feminist movements are facing greater challenges in their efforts to advocate for more & better resourcing, including lack of safe spaces to organise, strategise and share their own practices and challenges.

Movement Engagement Lead - Resourcing Feminist Movements Initiative is a lead position that will help AWID's work advance further beyond "more and better resources" towards centering movements and priority constituencies in defining and driving feminist resourcing agendas. On the one hand, there is a strong need and appetite from feminists and movements to influence resourcing; on the other, it can be challenging to reach and engage a range of priority constituencies and to center their perspectives and agendas while navigating complexities and multiple priorities across movements. Hence, a high level of strategic thinking, understanding of and proximity to feminist organizing and movements globally and/or regionally and locally is required.

The RFM Movement Engagement Lead will play a central role in shaping this work at AWID- it is a full-time position under direct supervision of the Manager of the RFM Initiative. The Lead will contribute to specific programmatic outputs of the RFM initiative through strategic leadership on all aspects of movement engagement and support; convene, support and liaise with movement partners for research, knowledge building and collective advocacy on resourcing and support RFM communication and content production.

7. MAJOR RESPONSIBILITIES

Lead RFM's Movement Support & Engagement Strategy

- Develops and leads a bold and creative movement support and engagement strategy, linked to AWID's broader movement engagement vision and goals.
- Works in close collaboration with the Membership & Constituency Engagement (MCE) team in realizing and implementing the RFM vision of how a movement-centered feminist resourcing agenda looks like.
- Ensures that RFM research and advocacy is rooted in, consulted with, and driven by feminist movements, with special attention to AWID priority constituencies, their needs and demands;
- Represents AWID in feminist movements spaces and convenings with regards to resourcing, as needed;
- Contributes to RFM research, knowledge-building and advocacy, as required;

Community Building & Collaboration

- Actively liaises with and supports feminist movement partners in their engagement around resourcing in ongoing and upcoming collaborations;
- Organises and coordinates various convenings and strategic dialogues on relevant projects within the RFM Initiative with feminist movements (and funders where relevant) from various sectors;
- Uses digital and other media to facilitate community-building; learning, sharing and exchange between movements (including AWID membership) who are already or want to engage in resourcing conversations;
- Adapts existing AWID RFM materials for different audiences, based on demands from different constituencies;

- Where relevant, works with partners and collaborators to develop & implement national, regional or constituency-based RFM advocacy agendas and movement demands;

Project Coordination

- Develops, in collaboration with the RFM manager a clear project work plan in line with the strategic vision of AWID and the RFM Initiative in particular;
- Ensures effective implementation of the workplan and high-quality deliverables including all activities, products and other related outputs;
- Coordinates and works in collaboration with RFM team members and other teams within AWID to ensure clear communication and division of responsibilities with associated roles and timelines;
- Follows initiative's monitoring & evaluation plan to track and record relevant evaluation data on project and activities assigned.
- Participates and contributes to RFM team coordination and planning meetings;

Information and Communications

- Drafts, contributes, and support to produce communication materials from the RFM Initiative (reports, briefings, Op-eds, and others)
- In collaboration with the Information, Communications and Media team, helps prepare detailed production schedules—including timing of consultant contracts, draft reviews and comments, final editing and proofreading, translation, design, printing, and dissemination—for any information products;
- Contributes content for online communications around resourcing feminist movements including content for AWID's various social media channels;
- Coordinates and contributes to articles and Op Eds on issues of priority for the Initiative;
- Updates and maintains the initiative's database of contacts, compiles publication and information distribution lists.

Organisational Processes

- Contributes to AWID as a thriving learning organization with an enabling work environment, grounded in intersectional feminist principles, shared leadership practises that facilitates high-quality, impactful work.
- Actively participates and contributes to the RFM Team coordination and planning meetings
- Participates actively in AWID wide organisational meetings and committees;
- Develops professional development objectives, monitors individual work plan, timesheets, staff expenses, and other HR and admin requirements, as needed
- Maintains collaborative relationships with staff across AWID to facilitate contact and communication

Please Note: The above JD contains the main responsibilities and duties of this position. However in an ever evolving organisation such as AWID staff members are expected to show flexibility in their approach to work and be willing to undertake other tasks that are reasonably allocated to them but which are not part of their regular JD. Where any task becomes a regular part of staff member's responsibilities, the JD should be changed in consultation between the manager, the staff member and the responsible HR person. Any one of the three may initiate the consultation.

POSITION SPECIFICATIONS:

Essential values and competencies

- Value a feminist intersectional framework and its implications for organizational practices and committed to the principles of feminism, anti-oppression.

- Transparency and Accountability
- Critical thinking and analysis
- Strategic risk management
- Build strong and genuine Interpersonal relations
- Self awareness and insight

Essential knowledge, skills, abilities & experience

- More than 5 years of experience in a similar role within a non-profit development, gender, human rights and/or funding organization.
- In depth understanding of the realities of intersectional feminist organizing and meaningful connections and/or proximity to international and/or regional or local feminist, LGBTQI+ and women's rights organizations and networks.
- Demonstrated capacity to network and build strategic alliances internationally and cross-movments with women's rights and feminist groups and other stakeholders.
- Demonstrated capacity with advocacy (and strategies aiming to influence the policy and/or practice of relevant stakeholders), external relations and negotiations.
- Familiarity with the current funding landscape for women's rights, gender equality and justice, and its diversity, including characteristics of different funding sectors.
- Experience in project and program management; ability to develop, monitor and evaluate an operational plan with multiple projects, deliverables and deadlines; ability to plan, organize and lead the implementation of plans and processes
- Strong public speaker – able to convey information clearly, concisely and in a compelling way.
- Experience working with diverse communities from multiple identities across the globe, in a virtual environment
- Ability to travel internationally (approx. 6-8 weeks per year)

Desirable knowledge, skills, abilities & experience:

- University degree (or equivalent informal education/relevant experience) in social sciences, women's rights, not-for-profit administration, international development, or other related field
- Familiarity with elements of feminist theory and women's rights frameworks
- Training or facilitation experience
- Demonstrated experience mobilizing resources for feminist, women's rights or gender justice work
- Multilingual – Spanish, French, Arabic or Russian ideal
- Courses or certificates in project management, initiative design and evaluation, or non-profit fundraising
- Experience of shared leadership models of work