



JOB PROFILE		
Position Title: Ecofeminist Just Development Alternatives Coordinator		
Reports To: WoMin Head of Programmes / Director		
Location: In Johannesburg or remote working from anywhere on the continent		
Duration of contract: Two-year contract with possibility for extension based on funds mobilised and performance		
<p>Purpose of Role Holds primary accountability for the successful implementation of three streams of work, implemented within the WoMin alliance and in partnership with friends, which aim to document, research, propose and campaign for Pan African Ecofeminist Just Development Alternatives.</p>		
Key Responsibility Areas:		
No.	Responsibility area	Accountability to
1.	<p><u>Accountable for WoMin’s contribution to the Ecofeminist Dialogues to Dream and Imagine a different community, society and Africa at the local, national, regional and continental scales</u></p> <p>Responsibilities include:</p> <ul style="list-style-type: none"> • Convening, supporting and expanding a Pan African working group which oversees and supports the dreaming and imagining process; • Disseminating information on the process as widely as possible and enlisting the support of organisations and movements to the process; • Convening briefings and teach-ins, and supporting the development of plans for the implementation of these dialogues across the continent; • Encouraging and supporting partners and allies take up, support and oversee similar processes of dialogues within their own movements and alliances; 	<p>WoMin Director/Head of Programmes</p>

	<ul style="list-style-type: none"> • Building and maintaining, with support and direction from the steering group, a repository of stories, photos, videos, maps, narratives, lists of demands etc. which will inform the development of a charter, narratives, exhibitions, maps and other offerings which emerge from the dialogues and women's analysis and thereof; • Support the building of national and regional dialogues which enable women to share, analyse and co-construct their proposals for justice in their communities, societies and Africa; and • Work alongside the steering group as well as within a wide alliance of participating organisations and movements to shape the culminating Pan African Dialogue which we imagine will take place within an African Social Forum on extractivism and the Pan African development alternatives. 	
2.	<p><u>Building, recognizing and advancing African Ecofeminist Development Alternatives</u></p> <ul style="list-style-type: none"> • Supports a wide alliance of groups working on land and food, forests, water, alternative economies, cultural history and on women's rights on the African continent document and construct a 'map' of living alternatives which can guide our collective thinking, proposals and efforts to advance development alternatives; • Work within a community of practitioners, artists and intellectuals to document, theorise, and reinvigorate African concepts and traditions which must inform our thinking about and proposals for Pan African development alternatives – examples here include <i>ubuntu/umuntu/ botho/ hunhu munhu/ vumuntu</i>; customary land ownership as the African commons; oral storytelling traditions; music, dance and song in rebellion and construction; reconciliation and mediation, as opposed to punishment which characterises Western law etc.; • Researching, theorising and conceptualising an African Ecofeminist concept of the Just Transition as a process towards the needed development alternatives; • Support and contribute to an African Convergence/ Forum/Festival of living alternatives which centres movements and advances an explicitly anti-capitalist and ecofeminist agenda (target 2023/24); and • Participates in and represents WoMin in various regional and international platforms to advance WoMin's conceptualisation of and approach towards an African Ecofeminist Just Development Alternative. 	<p>WoMin Director/Head of Programmes</p>

3.	<p><u>Concretely supporting the 'YES' in deepening resistance efforts</u></p> <ul style="list-style-type: none"> • Support the researching of opportunities and the building of concrete proposals for localised development alternatives and just transition plans to strengthen resistances against large-scale developments; • Inform and support campaigns and mobilising platforms propose the YES to the NO; • Lead the development of modules and supporting popular materials addressing the development alternatives within WoMin's popular education programmes; • Advances WoMin's approach and concepts through the writing, research and publication of papers, popular education materials etc. 	
4.	<p><u>General responsibilities</u></p> <ul style="list-style-type: none"> • Build and establish the links, as needed to WoMin's other programme areas, where this can assist in strengthening the alternatives discourse; • Contribute to organizational planning and decision-making as mandated; • Teaching, training and public education including presentations at conferences as required; • Writing papers, articles and media opinion pieces and engage the media as required on WoMin's work and campaigns; • Ensure WoMin's M&E strategy is advanced; • Mobilising resources and managing grants as required which includes tracking deliverables, proposal writing, budget management and donor reporting; • Prepare and submit quality and timely work plans, budgets and technical progress reports to WoMin office, donors and other partners as applicable; and • Perform appropriate duties assigned by the supervisor or Director 	Director
<p>Skills and Qualifications:</p> <p>Education: Honors level degree in relevant field (Development Studies, Political or Social Sciences) or equivalent accumulated work experience. <u>Note:</u> WoMin does not privilege degrees over work experience.</p> <p>Experience:</p> <ul style="list-style-type: none"> • A minimum of 10 year's working experience in some or all of the areas of responsibility outlined in the job profile, with great preference for experience gained in the not for profit sector • At least three years' experience in programmes/projects development, management and coordination • Must have proven experience in campaigns building and advocacy • Evidence of contributions to building networks and platforms of convergence with a wide range of allies and partners 		

- Must have experience working to support people's organizing and women's movement building in particular
- Essential that the person carries a strong feminist or women's rights identity and has proven experience of work to advance these rights
- Experience in building methodologies, particularly participatory, for research and other processes
- Ability and experience building information materials for community activists
- Experience in awareness raising, training and capacity building
- The proven ability to write reports, concept notes and proposals, and analytical pieces
- Experience in participatory meeting and training methodologies
- Work experience at the sub-regionally/regional levels
- The ability to work in a team, meet deadlines, problem-solve with others, and work with full accountability to peers, alliance members and the WoMin Director

Language skills:

- Fluency in written and spoken English (any other language (French) will be an added value)

Values and personal attributes:

- Ability to work under extreme pressure
- Participatory and democratic leadership style but able to act decisively and firmly when needed
- Willingness to work beyond official working hours
- Self-motivated, uses initiative and able to work without supervision
- Organised and accurate
- Integrity, honesty and respect for confidentiality
- A strong inclination to social justice
- Supportive of women's rights.

We are committed to recruiting a black African woman with origins in Africa.