



JOB PROFILE

Position Title: Programme Coordinator: Women Building Power

Reports To: Directly to Programme Manager, indirectly to Director

Line manages:

- SA Coordinator
- SA WBP fieldworkers through the SA coordinator
- WBP Coordinator, Francophone Africa
- WBP Green Extractivism Coordinator (new position)
- Africa Climate Justice Collective Coordinator and Communications Coordinator (as part of the ACJC Coordination team)

Indirectly manages:

- WoMin Climate Debt Coordinator (new position which reports to Debt and Reparations Programme Coordinator)

Location: Remotely from a country in Southern, East, West and Central Africa (we do not currently have a presence in North Africa).

Duration of contract: 5-year contract with possibility for extension based on funds mobilised and performance

Purpose of Role:

To lead WoMin’s WBP team and its contributions to: the building and strengthening of an African climate justice movement which holds a progressive anti-capitalist and ecofeminist politics at its core; and to the building of key women-led and ecofeminist organizing efforts, convergences and campaigns addressing green extractivism, climate reparations, an ecofeminist just transition, and the wider energy and development alternatives African women and their communities need to live with dignity and equity, and flourish in harmony with nature.

No.	Work area	Accountability to
1	Leading WoMin’s contributions to the building of an African climate justice movement that is anti-capitalist and ecofeminist in nature	WoMin Programme Manager

	<ul style="list-style-type: none"> - Lead WoMin’s team in contributing to and supporting the building of the African Climate Justice Collective (ACJC) which may include the building of popular and educational resources, facilitate meeting spaces, popular education, workshops, trainings and campaigns - Lead WoMin’s efforts to identify, brief and garner the support of groups and movements across the continent to join and build the ACJC - Contribute knowledge, concepts and thinking to CJ convergence strategizing - Support the WBP and wider WoMin’s teams’ contributions to the ACJC - Support and coordinate the building of women’s spaces, convergences, schools and actions as a critical dimension of the ACJC’s efforts - Support the development of a sub-regional and Pan African movement building, advocacy and campaigns strategy and the implementation thereof by the Collective. 	
2	<p>Provide strategic leadership to WoMin’s Women Building Power efforts generally</p> <ul style="list-style-type: none"> - Offer consistent analysis, knowledge and strategic guidance to all WoMin’s work gathered under Women Building Power – green extractivism, climate debt, ecofeminist just transition, and energy/wider development alternatives - Ensure that each area of work has clear and solid ecofeminist and anti-capitalist analysis, and strategies which respond to a rapidly shifting context for work - Give leadership to women’s organizing efforts, popular education and training, research, and campaigns and/or advocacy actions under each area of WBP’s work - Lead and/or support the development of activist popular education and resource materials under WBP - Oversee the development of research concepts, and the contracting, management and publication thereof - Identify, explore and oversee the implementation of research-based advocacy for just energy alternatives at the national and Pan African levels - Contribute to WoMin’s efforts to engage with the Just Transition and more specifically to support working class and peasant women propose an African ecofeminist just development alternative from below - Lead the building of WoMin alliances, collaborations and partnerships to advance our strategic objectives as they relate to climate justice, green extractivism, climate reparations, just energy and the just transition, and the wider development alternatives. 	WoMin Director

<p>3</p>	<p>Supporting and contributing to organizing, movement building, convergences and campaigns addressing WoMin's leading WBP work - green extractivism and climate reparations</p> <ul style="list-style-type: none"> - Provide oversight and direct support to the green extractivism work in South Africa and the linking up of these efforts on the continent unifying work on hydro dams, gas, green hydrogen, rare earth minerals and other critical/strategic minerals extraction - Lead the building of new partnerships, alliances and convergences, which centre working class and peasant women, hand in hand with the green extractivism (GE) and climate reparations (CR) coordinators - Work with the GE and CR coordinators to build new critical knowledge and political positions from below through feminist participatory action research, feminist pol econ analysis etc. - Support the GE and CR coordinator in the development of popular materials, training, learning and solidarity exchanges, and popular schools which advance a strategic ecofeminist green extractivism and climate reparations agenda - Assist the two coordinators identify opportunities for limited and very focused campaigns which support organizing and movement building and are led by affected women to achieve quick wins and successes - Participate in WoMin's internal working groups on green extractivism and debt and reparations and support the implementation of jointly agreed actions. 	<p>WoMin Director</p>
<p>4</p>	<p>General responsibilities</p> <ul style="list-style-type: none"> - Support the WoMin director in fundraising for WBP, including proposal development and funder outreach and relationship building - Ensure that the WBP strategies and operational plans are aligned to WoMin's overall political strategy and objectives. - Ensure that all WBP operational plans, budgets and organizational reports are delivered timeously, meet high standards and are aligned to the organisation's overall strategy - Ensure that all WBP funder reports are written to the highest standards, according to the required format, submitted timeously and that regular communications are maintained with all WBP focused funders. - To oversee and manage the WBP budget - Fully participate in WoMin's performance management system and devolve to staff under management - Provide input to WoMin's strategy, annual and project plans, and support the alliance read and respond to opportunities at the regional and international level as appropriate - Represent WoMin at regional and global platforms as mandated by WoMin's director and PM. Play an active role advancing the 	<p>WoMin Director</p>

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| <p>communications objectives and tasks of WBP and the organisation as a whole</p> <ul style="list-style-type: none"> - Undertake organisational tasks as negotiated with the WoMin director. | |
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Skills and Qualifications:

Education:

Honours level degree in relevant field (Development Studies, Political or Social Sciences) or equivalent accumulated work experience. Note: WoMin does not privilege degrees over work experience.

Experience:

- A minimum of 10 year’s working experience in some or all the areas of responsibility outlined in the job profile in the not-for-profit sector
- A minimum of 10 years’ experience working on some or all these issues: environment, energy, climate justice and the extractives sector
- At least 10 years’ experience in programmes/projects development, management and coordination
- Must have experience working to support people’s organizing and women’s movement building in particular
- Must have some experience in research (preferably participatory and fem pop econ), popular materials development, and campaigns building and advocacy
- Evidence of contributions to building regional networks and platforms of convergence with a wide range of allies and partners
- 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 awareness raising, training and capacity building
- The proven ability to write reports, concept notes and proposals, and analytical pieces
- The ability to work in a team, meet deadlines, problem-solve with others, and work with full accountability to peers, alliance members, the PM, 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 essential given the seniority of this position
- A strong inclination to social justice

We are committed to recruiting a Black African woman with origins in Southern, East, West or Central Africa.