



Position: Manager – Programs and Innovation

Employer: CREA

Location: Remote

Reporting to: Director, Global Programs

Organisational Profile

Founded in 2000, CREA is a feminist human rights organization based in New Delhi, India. CREA works at community, national, regional, and global levels and is one of the few international feminist organizations based in the global South. CREA focuses on building feminist leadership, strengthening movements, expanding sexual and reproductive freedoms, promoting rights-based approaches to reducing gender-based violence, and advancing the human rights of 'structurally excluded' people. CREA uses the term 'structurally excluded' to draw attention to the ways in which societal architecture prevents certain people from enjoying the full spectrum of rights and from meaningfully and effectively participating in their communities and decision-making spaces.

What does life in CREA look like?

We like to think of ourselves as a fearless, interrogative, colourful, edgy, sexy flock of birds flying freely to explore, to imagine and to build freedoms together. We are one flock, bound by our mission, values and the way we live them every day. If you are one who is ready to challenge the system when it is needed, you could be one of us. If you ask questions, are curious, have a hunger for learning, you will thrive. If you embrace the colours of the rainbow and believe you wish to build a world where an individual must have the agency and right to make choices about sexuality, reproduction, and human rights, then you will find the room to explore here. Constant learning, sharing of knowledge, is an expectation that team members have from CREA and CREA from team members.

At CREA we are constantly looking at finding those pressure points where efforts will yield maximum impact through a widening ripple effect. We are therefore constantly looking at patterns, intersectionality, and the communities at the margins. It demands our people to be connected, innovative, agile and quick to change and constantly learning and sharing. When you join CREA, that is what you need to be prepared for, a high quality, creative, edgy, dynamic workplace.

Position Background

CREA is seeking a Manager – Programs and Innovations. The person will be responsible for developing ideas and plans across CREA's Strategic Objective 3, CREA's work as part of the Count Me In! consortium,ⁱ and CREA's work on challenging punitive laws and practices around gender, sexuality, identity, and sexual and reproductive rights. The Manager will support program development and implementation plans in five countries with national partners as part of our work in the Count Me In! consortium (CMI!) with a focus on gender-based violence and economic justice in connection to sexual and gender diversity and sex workers' rights. The Manager will also be responsible for overall program management in CREA's strategic objective 3: **gender-based violence responses expand and promote well-being, security, and rights.**ⁱⁱ This position will be highly dynamic and requires excellent program development and management skills, analytical thinking, and the ability to work independently.

Guiding principles for this work:

- Diversity:* being inclusive in work and approaches to ensure that the most marginalized constituencies are engaged, ensuring the conversations, dialogues and priority setting is led by activists and movements.
- Accessibility:* ensuring that information, communication, spaces and language are accessible to all without creating barriers.
- Complicate:* insist on feminist politics of deep inclusion.

Key Responsibilities

Program development and management

- Develop programming to advance CREA's work to challenge criminalization of gender, sexuality, identity and SRHR, in collaboration with Program Directors and other program staff.
- Coordinate communication and exchange within CREA's community-based work, with CREA's work in South Asia, East Africa and globally.
- Provide thought-leadership in non-punitive approaches to gender-based violence.
- Support grant management related functions including reporting to the donor and coordinating grants management administration and communication.
- Contribute significantly to annual reports and organizational work plans.
- Contribute to implementation of CREA's strategic plan, including leading SO3 in program monitoring, evaluation, and learning.

Strategy

- Develop ideas and plans to deepen the impact of CREA's programs in SO 3, including on challenging criminalization, CREA's national and regional advocacy, and CREA's work in the CMI consortium (with a focus on Bangladesh, India, Kenya, Lebanon and Uganda).
- Participate and brainstorm in strategy meetings with CREA CMI team and the inter-consortia team at CREA (Our Voices Our Futures and Women Gaining Ground Consortia Team) as and when required.

Partnerships

- Strengthen and grow existing partnerships
- Build relationships with civil society, government officials and policy makers and other external stakeholders, as necessary,
- Co-ordinate on-going CREA CMI partnerships.
- Co-ordinate on-going partnerships in South Asia around challenging criminalization.
- Support CMI partnerships in Kenya and Uganda with the CREA East Africa Team.
- Develop other partnership agreements for implementation, as needed.
- Support and monitor partners' work-planning and budgeting in line with CMI's results framework.
- Develop and manage dialogues based on intersectional rights issues bringing together activists from different movements to broaden understandings around gender, sexuality and rights, with a focus on challenging punitive laws and policies and forge partnerships and alliances to advance new forms of understanding on inclusion and rights.
- Organize meetings and conferences both and ensuring fully accessible spaces for dialogues both online and offline.

Advocacy

- Support broad advocacy across national, regional and global advocacy spaces, ensuring the connection between the local and the global, to influence the advocacy narrative on disability, gender and sexuality in these forums. This will include capacity building for more effective advocacy with various partner organisations and networks; as well as working with across

movements to support strategizing and advocacy priority setting and working to ensure meaningful participation of self-led movements in these processes/advocacy spaces

- Identify new and/or better-leveraged opportunities for CREA's and our partners' participation in advocacy campaigns, special events, conferences, partnerships, and other regional forums that will help advance the advocacy goals articulated above.

Communications

- Work closely with CREA's Communications team to highlight the program on different social media platforms portfolio of work and drafting stories of change or case studies for external communication
- Manage donor reporting and communication
- Represent and present CREA's work at meetings, forums and conferences.

Key Qualifications and Expectations

- Graduate (Master's Degree preferred, or equivalent experience) in social justices-related field, such as human rights, gender or queer studies, international development with relevant issues-based experience on advancing rights related to sexuality, gender, and/or sex work.
- 8-10 years of work experience.
- Experience with NGOs from the global South and/or international development
- Understanding of organizations working in multiple regions and contexts.
- Strong understanding of and experience with sex workers' rights, rights related to sexuality and/or gender diversities, sexual and reproductive rights, cross-movement collaboration, and a commitment to advancing these rights.
- Excellent writing skills in English and strong communication skills with both internal and external audiences.
- Detail oriented and takes initiative with an ability to self-motivate and produce high quality products.
- Flexibility in working across diverse time-zones.

CREA promotes pluralism and equal opportunity and is committed to diversity in its staffing and to the maintenance of an environment free of discriminatory employment practices. CREA's policy is to provide equal employment opportunity to all individuals. No individual shall be discriminated against because of his or her actual or perceived age, caste, class, disability, marital status, religion, or sexual orientation. Compensation will be based on experience and internal equity. A generous benefit package is included.

Interested candidates who meet the requirements should send their CV along with a cover letter to jobs@creaworld.org by **2 October 2021**. Please include in the subject line the name of the position you are applying for. Only shortlisted candidates will be contacted for an interview.

Thank you for your interest in CREA.

ⁱ **About Count Me In!** Count Me In! supports the voices and activism of women, girls, trans people and intersex people who are often most marginalised by their communities. CMI! consists of six members and two strategic allies: Mama Cash, AWID, CREA, JASS Red Umbrella Fund, Urgent Action Funds and WO=MEN. As a consortium of funders, activists and popular educators, we have access to a variety of networks, alliances and platforms. The breadth and depth of our reach and the complementarity of our strategies, supports the realisation of our vision of building a gender equal and just world. The Dutch Ministry of Foreign Affairs selected Count Me In! as a strategic partner within its Power of Voices policy framework.

ⁱⁱ CREA's SO 3 outcomes:

Outcome 3.1: Structurally excluded people identify and understand gender-based violence (GBV) and take action to address it in their lives and communities.

Outcome 3.2: Advocacy, public education and capacity-building efforts effectively challenge punitive or protectionist laws, policies and practices that can exacerbate GBV or otherwise cause harm.

Outcome 3.3: Partners, NGOs and movements who engage on GBV promote the well-being and security of structurally excluded groups.