



**Program Director - Feminist Leadership and Movements  
Job Description**

<b>Position Overview</b>	
Title	Program Director - Feminist Leadership and Movements
Location	New Delhi, India (Preferred)/ Remote
Reporting	Senior Director - Programs and Innovation
Coordinates with	Other Program Directors and the Senior Management Team
Status	Full-time

**Overview of the Organization:**

Founded in 2000, CREA is an international feminist human rights organization based in New Delhi, India. It is one of the few feminist human rights organizations based in the global South, led by Southern feminists, working at community, national, regional, and international levels. Together with partners from a diverse range of human rights movements and networks, CREA's work 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.

**Life at CREA**

- ✓ We like to think of ourselves as a fearless, interrogative, colorful, edgy, sexy flock of birds flying freely to explore, to imagine and to build freedoms together.
- ✓ If you are one who is ready to challenge the system when it is needed, you could be one of us.
- ✓ If you 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.

**Position Overview:**

This is a new global position, in alignment with CREA's new [Strategic Plan \(2021 – 25\)](#). Under this, CREA envisions that feminist leadership and movements are strong, intersectional, inclusive, and amplify the voices of structurally excluded people. The Director, Feminist Leadership and Movements, will lead, oversee, develop, and strengthen programs and partnerships under this Strategic Objective. The work will align with CREA's vision, mission

and values and levels of work (local, regional, global). The position will ensure that outcomes under Feminist Leadership and Movements are achieved, and that budget utilization is as per scope and time. The Director, Feminist Leadership and Movements will be an active leader, contributor, and collaborator to CREA's broader communications and monitoring, evaluation, and learning.

### **Major Duties and Responsibilities:**

#### **Program planning, development, and oversight:**

- Responsible for collaboratively developing and implementing a vision for program evolution, aligned with CREA's vision, mission, and values.
- Able to engage in critical thinking, innovate, influence how changes occur and always centering structurally excluded people.
- Provide programmatic and operational oversight to all programs that are under feminist leaderships and movements.
- Work closely with the other Program Directors to provide strategic inputs for CREA's global work with the consortium *Women Gaining Ground*.
- Develop new strategic partnerships.
- Provide thought leadership to new programs.
- Provide oversight to the preparation of the team's annual work plans and budgets.
- Ensure budget utilization is as per scope, time and agreements.

#### **Management and leadership:**

- Responsible for overseeing and managing a team as well as providing leadership to others who will contribute to achieving the outcomes feminist leaderships and movements.
- Must be an astute manager of people, actively setting team goals, overseeing team budgets, mentoring the team, providing direction to the team for professional development, and leading in upholding CREA's culture.
- Play a key leadership role and support the Organizational Management Team to implement the new strategic plan.
- Support the Senior Director, Programs and Innovation, to think conceptually and strategically about programs.
- Work closely with other Program Directors for cross program conversations and learning.
- Be a leader of innovative ideas and inspire staff to work on them creatively.
- Provide supervision and guidance to team members in managing, coordinating and implementing programs so that program objectives and deliverables are met.
- Encourage team members to strive for excellence.
- Play a key role in upholding CREA's culture and values.

#### **Networking and donor management:**

- Responsible for networking with peers to stay connected with emerging opportunities and maintaining current knowledge about trends, movements, and policy developments.
- Sharing responsibilities (along with other CREA staff) of representing CREA at external fora and with donors and other stakeholders and communicating CREA's impact.
- Oversee all donor-related deliverables under feminist leaderships and movements including narrative reports and other donor asks.

- Be a key contributor to proposals, especially for programs under feminist leaderships and movements.
- Proactively build and nurture relationships with donors and support the Resource Development team in doing so, as and when required.

**Representation:**

- Represent CREA with external stakeholders, including donors and consortium members at high level forums.
- Actively communicate CREA's impact at national, regional, and global levels.

**Monitoring, evaluation and learning:**

- Provide support to the MEL team by ensuring that programs under feminist leaderships and movements deliver on outcomes as outlined in the Strategic Plan.
- Ensure that outcomes under feminist leaderships and movements are achieved.
- Ensure quality reporting for the Strategic Objective is done in a timely manner.

**Communications:**

- Support the Communications team and contribute to the program communications strategy.
- Contribute to program communications strategy.
- Contribute significantly to CREA's annual report.

**Qualifications, Experience and Competencies:**

- Master's degree in the field of social science or equivalent subject.
- 15 years+ experience in the NGO sector, of which at least 10 have been in leadership positions with increasing responsibility.
- Proficiency with Smartsheet, Nextcloud and MS Office will be preferred.
- Deep knowledge of the global and local politics, language, context and various issues around feminist leadership, feminist mentorship, movement building and cross movement dialogues.
- Understands deeply different approaches and intersectionality of issues around sexuality, gender, and rights.
- Knows the challenges of operating as a global organization and understands the compliance requirements, societal and political norms, local context, and ecosystem.
- Deep experience of strategizing and leading different programs across South Asia, East Africa, and various other parts of the global South.
- Is recognized in the sector as an important voice.
- Is widely networked with different organizations in the sector, the funding community, talent, and experts.
- Is an outstanding communicator, both in verbal and written.
- Personally organized and can create good processes for organizing work, structures, reporting and reviews.
- Demonstrated experience of successfully leading multicultural teams and diverse talent, working globally and across time zones.
- Demonstrated experience of leading multiple pieces of work that is recognized as being innovative.
- Astute communicator, sensitive to context and personalities.
- Preference will be given to those with experience of different geographies in the global South.

**Guiding principles for this work:**

- Diversity:* being inclusive in work and approaches to ensure that the communities CREA works with are engaged, and that 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:* practising feminist politics of deep inclusion.

**We Offer:**

- We are committed to provide a working environment where there is constant learning and equal opportunity for all. We co-create an inclusive environment where diversity is valued. Cost to the organization range for this role is USD 3000 – USD 6000 per month depending on qualification, experience and location.

- Leaves/Holidays:

- 20 days annual leave
- 12 days holiday leaves as per specified in the list of holidays
- 12 days of sick/casual leave
- 1 week of winter break at the end of the year

CREA promotes pluralism and equal opportunity, is committed to diversity in its staffing, and maintains an environment free of discriminatory employment practices. No individual shall be discriminated against because of their actual or perceived age, caste, class, disability, marital

status, religion, sexual orientation, gender identity or sex characteristics. Compensation will be based on experience and internal equity. A generous benefit package is included.

Interested candidates who meet the required educational and experience requirements should send their CV along with a cover letter, current and expected salary to [jobs@creaworld.org](mailto:jobs@creaworld.org) by **8th August 2022**. 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!***