



**Program Director, Fostering Collective Resilience  
Job Description**

<b>Position Overview</b>	
Title	Program Director - Fostering Collective Resilience
Location	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 Strategic Plan \(2021 – 25\)](#). The Strategic Plan envisions a new area of work (Strategic Objective 4) to respond to the current times, where we work with feminist movements, organizations and activists to defend and expand civic space and foster collective resilience. The Director, Fostering Collective Resilience, 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 SO4 are achieved and that budget utilization is as per scope and time. The Director, will be an active leader, contributor and collaborator to CREA's broader communications and monitoring, evaluation and learning. The position will work closely with other Program Directors, the Senior Director, Programs and Innovation and the Senior Management Team.

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

#### **Strategy and vision:**

The Director, Fostering Collective Resilience, will be responsible for collaboratively developing and implementing a vision for program evolution, aligned with CREA's vision, mission and values. The Director must be able to engage in critical thinking, innovate, influence how changes occur and always centering structurally excluded people.

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

The Director will be responsible for overseeing and managing a team that works under this Strategic Objective as well as providing leadership to others who will contribute to achieving the SO4 outcomes. The Director 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.

#### **Networking and representation:**

The Director will be responsible for networking with peers to stay connected with emerging opportunities and maintaining current knowledge about trends, movements and policy developments. Additionally, the Director will share the responsibilities (along with other CREA staff) of representing CREA at external forums and with donors and other stakeholders, and communicate CREA's impact.

#### **Monitoring, evaluation and learning (MEL):**

The Director will actively support the MEL team by ensuring that programs under SO4 deliver on outcomes as outlined in the Strategic Plan.

#### **Communications:**

The Director will actively support the Communications team and contribute to the program communications strategy.

#### **Specific responsibilities**

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

- Provide programmatic and operational oversight to the global work of the consortium, *Our Voices, Our Futures*.
- Develop a new fellowship program on constitutional values.
- Develop new strategic partnerships.
- Provide thought leadership to new programs.
- Provide oversight to the preparation of the team's annual workplans and budgets.
- Ensure budget utilization is as per scope, time and agreements.

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

- 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.

**Donor related:**

- Oversee all donor-related deliverables for SO4, including narrative reports and other donor requests.
- Be a key contributor to proposals, especially for programs under SO4.
- 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, consortium members and at high level forums.
- Actively communicate CREA's impact at national, regional and global levels.

**Monitoring, evaluation and learning:**

- Ensure that outcomes under SO4 are achieved.
- Ensure quality reporting for the strategic objective is done in a timely manner.

**Communications:**

- 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.
- At least five years' experience in leadership of working in an organisation on issues related to democracy, civic space and movements.
- Deep knowledge of the global and local politics, language, context and various issues around democracy, civic space and movements.
- 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 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 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, alive to context, 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
- One 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!***