



Senior Team Lead - Sexuality & Disability Job Description

Location: Delhi, India

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 (GBV), 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 and sharing of knowledge is an expectation that team members have from CREA, and CREA from team members.

Position Overview:

The Senior Team Lead - Sexuality & Disability is a crucial role within CREA, responsible for leading various aspects connected to disability, sexuality, and human rights. The individual in this position will champion equal treatment, reasonable accommodation, and the inclusion of individuals with disabilities. They will provide strategic direction, oversee program implementation, and advocate for the rights of people with disabilities in matters related to gender, sexuality, and human rights with a focus on South Asia. This role involves managing a team of professionals both with deep experience in disability rights advocacy as well as ones that are new to this field and collaborating with various stakeholders to drive positive change and create a more inclusive society.

Responsibilities:

1. Strategic Leadership:

- Develop a strategic vision and goals for the organization's initiatives related to disability, sexuality, and human rights-based on the existing broad portfolio of work.
- Design and implement effective strategies to advocate for equality and non-discrimination, reasonable accommodation, and leadership of persons with disabilities in South Asia - with a focus on India and across the globe.
- Remain up to date on relevant laws, policies, and best practices in disability rights and justice (both in the local dimension as well as global dimension) and ensure alignment of the organization's activities in this regard.
- Ensure high quality of disability rights and justice programming across CREA Strategic Objectives, in line with the disability and sexuality strategy that aims to center the rights and priorities of women, trans, non-binary and gender non-conforming persons with disabilities.

2. Program Management:

- Oversee the planning, implementation, and evaluation of programs and projects focused on disability, sexuality, and human rights.
- Coordinate with team members and relevant stakeholders to ensure effective program delivery and achievement of set goals.
- Ensure the delivery of programmes is ensuring accessibility for all both on the level of budgeting as well as implementation.
- Work closely with long standing CREA feminist disability rights community while implementing programmes, as well as develop newer community networks related to programme implementation.
- Monitor program progress, identify challenges, and develop appropriate strategies to address them.
- Work on grant management-related functions, including reporting to the donor, overseeing budget, and coordinating grants management administration and communication with the Finance, Operations and Admin teams.
- Cooperate with the Communications team on external communication related to disability and sexuality.
- Support CREA to convene dialogues based on intersectional rights issues to bring together activists from different movements to broaden understandings around disability, gender and sexuality and forge partnerships and alliances to advance new forms of understanding on inclusion and rights.

3. Advocacy and Awareness:

- Serve as a spokesperson for the organization on matters related to disability, sexuality, and human rights.
- Advocate for policy changes, legislative reforms, and social inclusion measures that promote the rights and well-being of persons with disabilities, at local, regional and global levels. This will include capacity building for more effective advocacy with various disability rights organisations and networks; as well as working with disability rights activists to support strategizing, advocacy priority setting and working to ensure meaningful participation of disability rights activists in these processes/advocacy spaces. Working closely with diverse disability rights and feminist organizations will be integral to the role.
- Conduct awareness campaigns, workshops, and training sessions to educate various stakeholders about disability rights, sexuality, and rights.

- Organize regular trainings for CREA staff on disability justice and its relation to CREA's Strategic Objectives.
- 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 advocacy goals.

4. Team Management:

- Provide leadership, guidance, and mentorship to a team of professionals working on disability, sexuality, and human rights initiatives. This includes working with a team with high experience in disability rights advocacy and programming, as well as supervising colleagues without prior extensive experience in disability rights.
- Delegate tasks, set performance objectives, and conduct regular performance evaluations.
- Foster a positive and inclusive work environment that promotes collaboration, innovation, and continuous learning.

5. Stakeholder Engagement:

- Build and maintain strategic partnerships with NGOs, feminist and disability rights organizations, and relevant stakeholders.
- Represent the organization in meetings, conferences, and forums related to disability rights and sexuality.
- Collaborate with stakeholders to advocate for policy changes, influence public opinion, and ensure the implementation of inclusive practices.
- Design and implement participatory and accessible decision making processes within CREA and among its partners.

Plan and implement the Disability, Sexuality and Rights Online Institute in India and South Asia with precision and expertise.

Qualifications and Skills:

- A postgraduate degree in a relevant field such as disability studies, social sciences, human rights, or related disciplines.
- Proven experience (at least 7 years) in disability rights, gender and sexuality, and human rights issues, preferably within an NGO or advocacy organization.
- In-depth knowledge of disability rights laws, policies in South Asia, including India, as well as international frameworks including UN Convention on the Rights of Persons with Disabilities (CRPD).
- Strong understanding of intersectionality, including the unique challenges faced by individuals with disabilities regarding gender, sexuality and ableism.
- Excellent leadership skills with proven ability to lead and motivate a diverse team.
- Extensive experience in program management, including planning, monitoring, and evaluation.
- Extensive experience in working with social justice movements, including the disability rights movement.
- Outstanding communication and interpersonal skills to engage and influence stakeholders from diverse backgrounds.
- Ability to work collaboratively and foster partnerships with different organizations and government bodies in relation to gender and sexuality in

various global South contexts. Experience in program management, including planning, monitoring, and evaluation.

- Knowledge on gender and sexual diversity, LGBTI+ rights issues and experience engaging with LGBTI+ movements, especially from a global South context.
- Experience in staff management and mentorship.
- Extensive work experience in India and/or South Asia.
- Experience working in Hindi and/or Bengali
- Strong analytical and problem-solving skills.
- Proficient in using technology and digital tools for program management, data analysis, and reporting.
- Ability to work with remotely located team members, flexibility in aligning to time zones.

Note: This job description is a general outline of the key responsibilities and qualifications required for the role of Senior Team Lead - Sexuality & Disability. It may be subject to modifications and additional responsibilities based on the specific needs of the organization.

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.

Inclusion: Practising feminist politics of deep inclusion.

We Offer:

We are committed to providing a working environment with constant learning and equal opportunity for all. We co-create an inclusive environment where diversity is valued. The salary range for this position is: INR 1,85,000-2,15,000 per month depending on qualification and experience.

- Leaves/Holidays:
 - ❖ 20 days annual leave
 - ❖ 12 holidays as per the CREA list of holidays
 - ❖ 12 days of sick/casual leave
 - ❖ One week of winter break at the end of the year

Persons with disabilities who identify as women, gender non-conforming, non-binary and/or trans are strongly encouraged to apply. CREA promotes pluralism and equal opportunity and is committed to diversity in its staff and to the maintenance of an environment free of discriminatory employment practices. CREA's policy is to provide equal employment opportunities to all individuals. No individual shall be discriminated against because of 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.

CREA is committed to providing access, equal opportunity and reasonable accommodations for individuals with disabilities in employment, within its programmes, communication and activities. We are committed to being flexible, supportive and accommodating in the way we work. If reasonable accommodations are needed to participate in the application or interview process, please contact: reasonable.accommodation@creaworld.org

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 by **22nd August 2023**. Please include in the subject line the name of the position you are applying for. Only shortlisted candidates will be contacted for an interview.