

# 2024 EMERGING LEADERS INITIATIVE



Deadline to apply: May 05, 2024  
Start Date: July 01, 2024  
Working Hours: 40 hrs/week (Full-time)  
Location: India (open to relocate to Delhi -NCR)  
Duration: 01 Year- Fixed Term Contract

Are you an aspiring feminist? Do you believe in the feminist vision of human rights and social justice? Then here is an exciting and unique opportunity to deepen your leadership and expand your strategic thinking: CREA's **Second Launch: Emerging Leaders Initiative- 2024!**

Through our virtual year-long initiative, the chosen *Emerging Leaders: Program Assistants (ELs)* will receive invaluable professional experience and drive real-world change by working within our teams and contributing to our programs and initiatives. The initiative will also help *ELs* understand the nuances

and challenges of working within a fast-paced feminist rights organization and develop the skills, networks, and knowledge to drive social change while understanding critical frameworks, perspectives, and management modalities that support social change movements. *ELs* will participate in a community of passionate advocates while gaining access to resources, grounded learning, and mentorship for working in feminist social change and advocacy processes. Apply now

## Who Can Apply

We welcome applications from early-career professionals, recent graduates, or professionals looking to switch to the social sector, who are passionate about driving positive social change and impact and are based out of India. Our program encourages individuals from diverse professional or educational backgrounds to join us in our mission of advancing sexual and human rights for all structurally excluded

groups while gaining valuable experience in working with social change organizations. The 2024 Emerging Leaders Initiative is open to applicants with diverse skill sets; selected candidates will be assessed and assigned roles reflective of their areas of growth, interest, and background.

A yearly cohort of ten individuals will be onboarded.

## Why You Should Apply

Once selected for the Emerging Leaders- Program Assistant, you will become part of a community of feminist change-makers promoting human rights. You will get access to professional development, networking, and learning opportunities as well as platforms to connect with decision-makers and socially committed private sector representatives from around the world. You will also be able to attend online and in-person workshops and learning sessions. Training will be provided to selected

candidates with continued learning and networking opportunities.

All *ELs* will be provided with an experience certificate on successful completion of the program.

## What We Expect

- Assist in the planning, implementation, and evaluation of CREA programs and initiatives (for more information on these, see [www.creaworld.org](http://www.creaworld.org))
- Develop program materials including, but not limited to, presentations, agendas, and documents
- Assist with the documentation of workshops, institutes, and programs
- Develop concept papers, internal evaluation reports, and donor reports
- Support the facilitation of workshops and training sessions for CREA-led projects and programs
- Conduct research and analysis to inform program design and evaluation
- Collect, analyze, and report on program data and impact
- Assist in the development of external and internal communication
- Assist in the coordination of logistics for CREA programs and initiatives, including travel arrangements, event planning, and procurement
- Participate in cross-functional teams and collaborations to support CREA's mission and goals
- Travel for in-person cohort meetings when required (CREA will cover travel costs)

### NOTE:

Selected applicants will be hired as Program Assistants and will report to the Manager - Emerging Leader. All *ELs* are expected to have access to their own work equipment and dedicate at least 40 hours every week.

## What You Need to Apply

1. While applicants from any field are welcome, candidates with a university degree in social sciences and background in digital, MEL, RD, will be given priority.
2. Knowledge and understanding of the socio-political context in South Asia
3. Strong research, analytical, and writing skills
4. Excellent management and networking skills
5. Proficiency in English and working knowledge of Hindi
6. Self-motivation and tech-savvy
7. Ability to work across time zones, geographies, and nationalities
8. Ability to handle periods of high-pressure work
9. Location anywhere in India, but with access to a stable internet with good bandwidth, and a working computer

CREA promotes pluralism and equal opportunity is committed to diversity in its staffing and maintains an environment free of discriminatory employment practices. We are committed to providing an inclusive working environment where diversity is valued. 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.

## Some Insights (quotes) from our recent ELs-

*'The EL program introduced me to the effectiveness of long-term collaborations, essential for achieving goals and for bringing sustainable change'*

*'The Program expanded my learnings in feminist leadership and provided me the opportunity to work with EA-based rights groups.'*

*'At Crea, embrace the power of youth, feminist lenses, and diverse intersections to ignite change.'*

## How to Apply

Interested candidates are required to send their CV and a cover letter articulating their interest and reasons for applying to [jobs@creaworld.org](mailto:jobs@creaworld.org) on or before May 05, 2024.

Please include in the subject line the name of the program: **"Emerging Leaders Initiative - 2024"**. Only shortlisted candidates will be contacted for an interview. For more information, please check our website [creaworld.org](http://creaworld.org).

## Terms & Conditions

1. The expected start date for the one-year contract is July 1, 2024
2. Incumbents are expected to participate in-person meetings and events at Crea HQ in Delhi, as and when required
3. The cost to organization for the position is INR 40,000 per month (inclusive of all taxes).
4. Selected candidates will also receive paid leave, health and accidental insurance
  - ✓ 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
5. CREA will not extend any contracts at the end of the one-year contract period
6. The organization has zero tolerance for sexual harassment at the workplace, as well as any form of discrimination on any grounds including but not limited to sex, gender, sexual orientation, class, caste, race, and/or disability, the practice of which could result in immediate termination with no compensation, reference, or experience certificates

