



Program Manager – Gender-Based Violence, Well-Being and Rights

Location: New Delhi/Patna

Working Hours: 40 hours per week (full-time)

Position duration: Until Dec 2025 (renewable depending upon the requirements, programme continuance, and performance)

Expected Start Date: ASAP

About Crea

CREA is a feminist international human rights organisation based in the global South and led by women from the global South. CREA's work draws upon the inherent value of a rights-based approach to sexuality and gender equality. CREA promotes, protects and advances human rights and the sexual rights of all people by building leadership capacities of activists and allies; strengthening organisations and social movements; creating and increasing access to new information, knowledge, and resources; and enabling supportive social and policy environments.

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.

For more information about CREA, please visit <https://creaworld.org/>

Position Summary

The Program Manager- Gender Based Violence Well-Being and Rights, will be responsible for supporting the strengthening of the portfolio of work and building a cohesive yet innovative strategy, developing ideas and plans and shall work as part of the Count Me In! Consortium, CREA's work on challenging punitive laws and practices around gender, sexuality, identity, sex characteristics and sexual and reproductive rights, and related work on anti-carceral responses to Gender-Based Violence.

The Manager will be responsible for overall program management in CREA's gender-based violence responses to expand and promote well-being, security, and rights. This position will be highly dynamic and requires excellent program development and management skills, analytical thinking, and the ability to work independently.

Key Responsibilities

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, particularly in connection to sexual and gender diversity and sex workers' rights.

Key priorities and responsibilities include:

Program development and management

- Develop programming to advance CREA's work to gender based violence and wellbeing and including challenge criminalization of gender, sexuality, identity and SRHR, in collaboration with the team lead and other program staff.
- Coordinate communication and exchange within CREA's community-based work in South Asia (SA) East Africa (EA), South-West Asia and North Africa (SWANA) .

- Provide thought-leadership to anti-carceral approaches to gender-based violence. ● Lead and drive the Feminist Accountability Project.
- Support CREA's work on pushing back against anti-gender mobilisation
- Support grant management-related functions including reporting to the donor, participating in end-term evaluation and coordinating grants management administration and communication.
- Contribute to annual reports and organizational work plans.
- Contribute significantly to the preparation of the Count Me In! project end report for submission to the stakeholders
- Plan and lead project monitoring, evaluation and learning processes including responses to donor requirements.
- Contribute to the implementation of CREA's [strategic plan](#)

Strategy

- Develop ideas and plans to deepen the impact of CREA's programs viz., including 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 the 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, and coordinate ongoing CREA CMI partnerships at the national level
- Support CMI partnerships in Kenya and Uganda with the CREA East Africa Team, and CMI partnerships in Lebanon, India, and Bangladesh
- 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 forging partnerships and alliances to advance new forms of understanding on inclusion and rights.
- Build relationships with civil society, government officials, policymakers and other external stakeholders, as necessary
- Coordinate ongoing partnerships, including co-creation in South Asia and East Africa around challenging criminalization, feminist accountability, and opposing anti-gender mobilisation ● Organize meetings and conferences, including by ensuring fully accessible spaces for dialogues both online and offline.

Advocacy

- Support advocacy across national, regional and global advocacy spaces by drafting submissions, curating panels, and creating networks to advance the rights of disabled persons, sexually and gender diverse persons, sex workers rights, and against anti-gender mobilisation
- Ensure the connection between the local and the global, to influence the advocacy narrative on disability, gender and sexuality, sex workers' rights and pushing back against anti-gender mobilisation in these forums.
- Support capacity building for more effective advocacy with various partner organisations and networks; as well as working 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 draft 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.

Other Functions

- Perform other related duties as assigned for the purpose of ensuring efficient and effective functioning

Candidate Profile

The ideal candidate will have a proven track record in the development sector, programmatic, grant and organisational leadership. The successful candidate will also possess people management skills, significant lived experience working with structurally excluded communities, experience working across international, regional, national and local stakeholders, strong alignment with CREA's values and demonstrated experience and knowledge in systems change and advancing gender equality.

While no one candidate will possess all of the following in equal measure, the professional and personal competencies and qualifications below define the ideal candidate:

Professional

- Managerial skills to drive organisational growth
- Expertise in program development, management and evaluation
- Strong analytical, interpersonal and communication skills
- Ability to work with grass root stakeholders

Personal

- Passionate advocate for feminist values and principles
- Collaborative, adaptable and results-oriented
- High integrity and ethical conduct
- Strong mentoring and relationship-building skills

Qualifications and Experience

- 9-12 years of work experience in similar roles with NGOs /I-NGOs from the global South and/or international development
- Graduate (preferably Master's Degree or equivalent experience) in social justice-related fields, 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.
- Deep comprehension of how to work in multiple regions and contexts.
- Strong understanding of and experience working to address gender-based violence and advance well-being, especially in relation to 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.
- Skills to communicate with top management
- 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 to work across time zones
- Strong proficiency in verbal and written English

Note: This job description is a general outline of the key responsibilities and qualifications required for the role and may include additional responsibilities to realign with the specific needs of the

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 are led by activists and movements

Accessibility: Ensuring that information, communication, spaces and language are accessible to all

Inclusion: Practising feminist politics of deep inclusion

Remuneration

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 1,20,000 – INR 1,95,000 per month depending on the candidate's qualifications and experience and the organisation's internal equity.

Benefits

Leave/Holidays:

- 20 days of annual leave
- 12 holidays as per the CREA list of holidays
- 12 days of sick/casual leave per year
- 01 week of winter break at the end of the year

Insurance

- Medical insurance of INR 3 lacs/person for employee, spouse/partner and children or any designated individual in the case of single persons, against any kind of hospitalisation
- Personal accident insurance of INR 3 lacs for employee

Diversity and Inclusion at CREA

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 will be discriminated against because of actual or perceived age, caste, class, disability, marital status, religion or sexual orientation.

CREA is committed to providing access, equal opportunity and reasonable accommodations for individuals with disabilities in employment, within its programs, communications 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 write to reasonable.accommodation@creaworld.org.

Application Process:

Interested candidates who meet the required educational and experience requirements should send their CV, a mandatory cover letter (saved in their name) and current and expected salary to jobs@creaworld.org. Please include '**Program Manager – Gender-Based Violence, Well-Being and Rights – [Your Name]**' in the subject line of the email. Only shortlisted candidates will be contacted for further process.

Deadline to Apply

Please note that this vacancy is open on a **rolling basis**, and the organization will close the hiring process as soon as the best candidate is identified. Interested candidates are encouraged to apply promptly. Applications received after the position is filled will not be considered. We recommend submitting your application as soon as possible to ensure your candidacy is considered.

CREA is an equal-opportunity employer and encourages applications from women, gender-diverse persons, and individuals from marginalized communities.

Thank you for your interest in CREA!