

NATIONAL ADVOCACY OFFICER

Gender DynamiX is a Human Rights organisation promoting freedom of expression of gender identity, focusing on transgender, transsexual and gender non-confirming identities. Founded in July 2005, Gender DynamiX is the first organisation within Africa which specifically advocates for transgender individuals. Gender DynamiX provides resources to the transgender community and information about transgender, transsexual and gender non-confirming identities and seeks to promote awareness and acceptance within mainstream society by means of educating and empowering people from diverse communities, including: Government Departments, service providers, medical professionals, journalists and universities. Gender DynamiX also reaches out to parents, children, co-workers and people who journey alongside trans diverse people. (www.genderdynamix.org.za).

Gender DynamiX seeks to appoint a National Advocacy Officer based in our offices in Cape Town. The ideal candidate must be self-motivated, energetic and highly organised. This is a full time position. The incumbent will be responsible for awareness raising of the rights of trans and gender non-conforming people. This work involves creating visibility of transgender struggles and form networks and partnerships with mainstream civil society organisations. The incumbent will be based at our offices but will be required to travel within the country and abroad when required.

Duties

- Leads the design process for national advocacy projects
- Working closely with the whole projects team
- Networking the organisation with stakeholders
- Input on the development of health and educational initiatives affecting or relating to trans persons
- Working closely with media on trans related concepts and issues, while representing the organisation on various media spaces
- Works closely with the media team to enhance the organisation's media advocacy and outreach
- Engaging with legislative and policy processes affecting and relating to trans persons
- Work with the GDX team on putting together publications, meetings and conference presentations
- Workshop facilitation and support
- Raising awareness and visibility of transgender issues and persons in South Africa
- Supporting research and advocacy initiatives of partners and various stakeholders to enhance the trans representation on such initiatives

- Representing the organisation on various national coalitions and consortiums e.g National Task Force and Working Group on LGBTI & hate crimes, Task Team of the Western Cape Commission on Gender Equality
- Conceptualising new projects in line with the organisational strategic plan
- Input on resources mobilisation for our advocacy project
- Monitoring, evaluating and reporting on projects
- Facilitates engagement with national trans movement building initiatives
- Engaging with the regional advocacy team to create synergy between the organisation's national and regional work

Formal Requirements

- At least a Bachelor's degree in Project Management, Strategic Management, Law, Public Health, Social Sciences, or any other relevant discipline.
- Advanced management skills to plan, manage and coordinate projects, partners, people, and budgets
- Report writing skills
- Excellent organisation, writing, analytical and administrative skills
- Confidence in using information and communication technology
- Experience and deep understanding of Human Rights and development sector work
- Experience in working with trans, gender and body diverse persons and communities highly desirable
- Understanding and/or engagement with policy and legal advocacy and reform
- Knowledge of working with or using regional and international human rights mechanisms
- Understanding of the national and regional trans movement and movement building initiatives

Personal attributes and knowledge

- Demonstrates integrity by modelling the Gender DynamiX values.
- Promotes the vision, mission, and strategic goals of Gender DynamiX.
- Knowledge and understanding of issues of human rights, social justice, with a passion for community development, understanding and concern for issues affecting Key Populations and the greater trans and gender diverse community.

- Interest or passion for concepts of gender, sex, gender identity and diversity as well as body and sexual diversity.
- Displays strong cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Experience of managing and delivering training and capacity building of staff of differing skills and abilities.
- Highly organised, efficient and methodical.
- Ability to work alone, take initiative, and manage diverse teams with a transparent, accountable and consultative style.
- Ability to effectively work in a team and groups of gender and sexually diverse identities and expressions.
- Ability to work with people from various countries with varying languages, cultures and identities
- Proficient in writing and speaking English
- Prepared and able to travel.
- Ability to plan, prioritise and deliver tasks on time.

Submit a CV (max 3 pages), a motivation letter with at least 3 contactable references to: recruitment@genderdynamix.org.za by close of business (5pm) Monday 27th June.

Salary is in accordance with qualification and experience.

Gender Dynamix is an equal opportunity employer committed to employ within future Employment Equity obligation and reserves the right not to employ.

For more about Gender Dynamix refer to www.genderdynamix.org.za .

Only shortlisted candidates will be contacted.