

JOB DESCRIPTION: Equality and Equity Program Coordinator for INCLO

The International Network of Civil Liberties Organizations (INCLO) is a network of independent national human rights and civil liberties organizations working to promote fundamental rights and freedoms by supporting and mutually reinforcing the work of the member organizations working in their respective countries and collaborating on a bilateral and multilateral basis.

The members of the INCLO are: the American Civil Liberties Union (ACLU); the Association for Civil Rights in Israel (ACRI); the International Human Rights Group Agora (AGORA); the Canadian Civil Liberties Association (CCLA); the Centro de Estudios Legales y Sociales (CELS); Dejusticia; the Egyptian Initiative for Personal Rights (EIPR); the Human Rights Law Network (HRLN); the Hungarian Civil Liberties Union (HCLU); the Irish Council for Civil Liberties (ICCL); the Kenya Human Rights Commission; the Legal Resource Center (LRC); and Liberty.

INCLO is looking for an **Equality and Equity Program Coordinator** to drive, coordinate and execute INCLO's work on Equality and Equity and promote the participation, engagement and commitment of INCLO member organizations in this line of work.

Post Title: Equality and Equity Program Coordinator

Location: tbd

Duration: one-year contract.

Reports to: the Program Director. He/She/They will work closely with the 15 INCLO member Equality and Equity focal points.

Overall purpose of the post: To coordinate and manage INCLO's work on Equality and Equity (EE) with responsibility for carrying out each component of the plan of work and promoting the participation, engagement and commitment of INCLO member organizations in this pillar.

Scope: Across the globe, INCLO members work to advance the right to equal treatment for communities that have long been oppressed, including LGBTQI+ people, women, and ethnic, racial and religious minorities. We advocate for equity and not only equality, so as to address people's different needs and redress historical and systemic disparities through the allocation of resources and opportunities. As present, based on existing commonalities between INCLO members' work and perceived areas of opportunity, we seek to counter barriers to equal treatment based on sexual orientation and gender identity (SOGI) and to the right to sexual and reproductive health. Gradually, we will look into expanding our work to secure equal treatment for other marginalized groups.

Major activities for which this post is held accountable:

The responsibilities of the Program coordinator of the Equality and Equity pillar, which includes:

- Developing EE strategy and plan of work in conjunction with Program Director and focal points.
- Driving, monitoring and assisting with the realization of the EE plan of work, working jointly with the focal points.
- Supervising and working jointly with INCLO's program assistant for EE.

- Informing the Program Director and focal points of the progress towards the achievement of the plan of work.
- Managing international and domestic events, activities, projects and programs – including financial resources-- identified to meet short, medium and long term objectives.
- Working with INCLO's Program Director and Financial Coordinator to support financially the realization of the plan of work, including assisting with funding proposals and reports to funders.

The qualifications, skills, knowledge and/or experience required:

- Undergraduate degree with 1-3 years of experience
- Academic and/or work background on EE issues, including on SOGIESC rights, reproductive and sexual rights, etc.
- Experience in the non-governmental sector
- Excellent command of English (currently the working language of INCLO)
- Project management and organisational skills
- Strategic capability and leadership
- Communication, research and writing skills
- Computer proficiency
- People management skills
- Cultural sensitivity
- Knowledge of and commitment to the realisation of human rights

Desired:

- Experience in international advocacy actions at the UN level
- Comprehension and knowledge regarding latest trends in this field

Applications

Candidates must send their CV and a cover letter by email to lsantos@inclo.net with the subject: "INCLO – Equality and Equity". Deadline to apply is February 28.