



Programme Officer supporting two programmes: (1) Transforming Economics and Development through a Feminist Approach; and (2) Connecting Gender Equality to Environmental Justice

Call for Applications

IWRAW Asia Pacific is an international women's rights, feminist organisation committed to the full realisation of women's human rights through the pursuit of equality. Our politics push us to disrupt the forces of anti-rights, right-wing populism and extremism, and corporate and state capture. Together with women's groups and marginalised communities in the Global South, we challenge structures, systems and institutions that violate women's human rights, and organise, mobilise and collaboratively build a body of political knowledge and analysis, so as to demand accountability of state and non-state actors.

Our praxis is rooted in feminist values of diversity and inclusion, equality and non-discrimination, respect and integrity, and in the value of recognising the personal strength of women and girls and having faith in ourselves and in other women. Intersectionality is a key part of our advocacy and strategies. We aim in all our work to take into account the multiple forms of discrimination and exclusion that impact the lives of women and marginalised communities in the Global South.

We are looking for a Programme Officer to assist with two programme areas:

1. [Transforming Economics and Development through a Feminist Approach \(TrEAD\)](#): This programme uses the concepts of substantive equality, non-discrimination and state obligation to interrogate the economic growth and sustainable development agendas, and to disrupt the continued application by global actors of economic policies that harm and undermine the human rights of women and girls. It recognises that macroeconomic and development policies that are not accountable to the rights of people and the needs of the planet are a threat to human rights. It seeks to critically analyse and challenge dominant global macroeconomic and development discourses

by mobilising women's rights organisations around a feminist agenda rooted in the priorities of marginalised groups of women.

2. [Connecting Gender Equality to Environmental Justice](#): This programme uses an intersectional feminist lens to explore, analyse and challenge current narratives and policy approaches related to environmental degradation and climate change. We seek to amplify the voices of women, especially those from marginalised groups in the Global South, in reclaiming narratives on the impact of the climate crisis on their lived realities and to place women at the centre of global policy solutions around climate change. Building on IWRAW Asia Pacific's existing work under women's economic, social and cultural rights, this programme intersects with other thematic priorities of the organisation, particularly corporate accountability and our work on the Sustainable Development Goals.

We are looking for a Programme Officer who will support the IWRAW Asia Pacific team with the implementation of two projects under TrEAD: the [Gender Equality and Macroeconomics Project](#), coordinated by the Bretton Woods Project and funded by the Hewlett Foundation; and a Ford Plus Grant project, entitled *Towards a Global Financial System that Advances a Rights-Based Economy*. We are also interested in strengthening connections between the TrEAD and Environmental Justice programmes, with the specific direction of this cross-programme work led by the requests and inputs of our partners on the frontlines of environmental degradation and climate change.

Both programmes work with the [Convention on the Elimination of all forms of Discrimination against Women \(CEDAW\)](#) as a tool to advance feminist policy alternatives, strengthen State accountability for detrimental impacts of conventional macroeconomics policies and climate change on women's human rights, and as an advocacy for women to claim their rights and shape international human rights standards.

IWRAW AP strives to provide a diverse, feminist working environment that is stimulating, challenging and supportive; and is aiming to transition from its Kuala Lumpur base to a virtual team. The successful candidate will join an expanding programme team of eleven feminists from diverse regions of Asia, the Caribbean, Europe and North America. They will bring with them knowledge and experience of women's human rights, movement building, and structural and political issues in the Global South. Knowledge of and experience working with the UN treaty body system, particularly CEDAW, its processes and body of work, and/or international or national-level advocacy relating to climate change, gender equality and macroeconomics, is an advantage.

We look forward to hearing from applicants from regions under-represented in the team, particularly the Pacific, Africa, West Asia, Latin America, and the Caribbean, and from gender minorities and other marginalised groups. LGBTIQ+, BIPOC (Black, Indigenous, people of colour) and young feminists are strongly encouraged to apply.

You will find a detailed Terms of Reference (TOR) below.

To apply, please send a copy of your recent CV, a letter describing why you are interested in this position, and the names of three unrelated referees to recruitment@iwwraw-ap.org, to reach us by **13 May 2022 Kuala Lumpur (GMT+8)**. The successful candidate would preferably be available to start by early June 2022, with flexibility available for personal circumstances.

Should you have any questions about the application process or requirements, or require any accommodations, please contact Constanza Pauchulo at constanza@iwwraw-ap.org and Marisa Hutchinson at marisa@iwwraw-ap.org.

LOCATION AND REMUNERATION

Our current organisational policy is oriented towards the team working together out of Kuala Lumpur, Malaysia; hence, requiring relocation to Kuala Lumpur under an expatriate work permit, unless external circumstances prevent relocation for the time being. If relocating to Kuala Lumpur is temporarily not possible, then there is an interim option of a consultancy contract for working with us remotely from your location.

As a Kuala Lumpur-based organisation, our starting salary scale is based on Kuala Lumpur rates and falls within the range of USD 1400 to 1700 per month, inclusive of statutory contribution to the employee provident fund for employees based in Malaysia or an equivalent for remote workers. IWRAW Asia Pacific also offers housing, medical, wellness, and other allowances for both Malaysia-based and remote workers, based on Malaysia cost of living scales, as well as non-financial benefits such as annual, medical, and other leaves.

DETAILED TERMS OF REFERENCE

Overall responsibilities of Programme Officers

1. Contribute to the conceptualisation, strategic focus, planning, coordination and follow-up of the overall strategy of IWRAW Asia Pacific;
2. Undertake any other strategies/projects/programmes assigned by the organisation, including contributing to other areas of work where required or jointly coordinating activities that are assigned with other Programme Officers;
3. As and when necessary, serve as a resource person on behalf of IWRAW Asia Pacific in the organisation's convenings, capacity-building activities, advocacy and knowledge creation work, as well as represent, when required, the organisation at conferences, workshops, meetings and other networking events;

4. Contribute to the development of programme proposals for fundraising, as well as writing reports to donors, reports on assigned projects, contributions to the organisation's annual report, and writing of minutes of meetings;
5. Participate in governance process meetings and/or contribute to reporting to these bodies;
6. Be prepared to travel outside country of residence;
7. Participate in IWRAW Asia Pacific's From Global to Local (G2L) programme;
8. Contribute to the overall management and development of the organisation;
9. Contribute to the communications strategies of the organisation, including in developing content, materials and publications for the programmes and projects under their supervision;
10. Be willing to take on other responsibilities as requested by the Senior Programme Manager/Executive Director.

Specific responsibilities for supporting the Programmes on Transforming Economics and Development through a Feminist Approach (TrEAD) and Connecting Gender Equality to Environmental Justice:

1. Support the TrEAD focal point in designing, coordinating, and implementing project activities for two projects: the [Gender Equality and Macroeconomics Project](#), coordinated by the Bretton Woods Project and funded by the Hewlett Foundation; and a Ford Plus Grant project, entitled *Towards a Global Financial System that Advances a Rights-Based Economy*.
2. Ensuring that all the analysis and work carried out under this TOR is grounded in the experience of our partners, and where possible carried out in collaboration with them.
3. Support the Environmental Justice programme to expand its focus to incorporate how corporations, multilaterals, and international financial institutions impact on environmental justice for marginalised communities.
4. Lead and develop IWRAW AP's approaches to TrEAD and Environmental Justice cross-programme work by identifying cross-programme priorities and developing activities and/or outputs to contribute to feminist analysis, advocacy, access to justice strategies, and movement building across programme areas. In particular, we are interested in developing the TrEAD-Environmental Justice collaborative work that connects macroeconomic analysis and feminist policy alternatives to the environmental justice advocacy and demands of marginalised communities impacted by the climate crisis.

5. Contribute to strategic thinking and direction for the TrEAD and Environmental Justice programmes and address structural barriers to gender equality in these areas.
6. Take responsibility for day-to-day activities of the implementation, and for monitoring and assessment, of the above responsibilities. This includes developing, managing and implementing specific programmes and projects, including:
 - i. Assisting with monitoring and evaluation for the Bretton Woods Project and Ford Plus Grant projects
 - ii. Support with fundraising and budget management for activities under the TrEAD and Environmental Justice programmes
 - iii. Coordinating and responding to requests for information, technical assistance, training and support related to various initiatives and fora to build the capacity of national NGOs, grassroots communities and activists
 - iv. Developing partnerships with diverse stakeholders such as women's rights activists, grassroots communities and activists, social movements, UN experts, state actors, and donors
 - v. Developing resources and materials as well as communications for sharing them with the programmes' different constituencies
 - vi. Preparing narrative/update reports on the projects and programmes activities in general, and specific reports as required
 - vii. Contributing to the financial reporting, including donor reports and others as required
 - viii. Contributing to the development of online and other resource materials and tools to enhance the support provided by IWRAW AP to its partners.
7. Collect information required to make the periodic assessments on how the projects and programmes identified in this call support the organisation's partners and leverage the issues of substantive equality and non-discrimination.
8. Contribute to the organisational thinking around IWRAW Asia Pacific's core work around CEDAW, and the thematic areas, through the lens of economic and environmental justice.

9. Work with and support other programme focal points on strategies and activities related to economic and environmental justice within their programmes.