



ToR: Manager: Regional Lead for Francophone West Africa

Reporting Lines: resourcing Resistance Co-Leads + dotted line to Global Resilience Fund Lead

Salary: USD\$40,000 - \$50,000 per annum, dependent on experience

Location: Remote and flexible within Francophone West Africa

Start Date: January 2024

Contract: Fixed term until December 2025 with possibility of extension

Benefits: 4-day work week, 24 days annual leave + additional periods of 'Radical Rest' at least twice a year, 6-months parental leave at full pay. Contribution to medical insurance based on location.

Who We Are :

Purposeful is an Africa-rooted global hub for girls' activism. For millennia girls have played a critical role in struggles for freedom and liberation. From Africa's anti-colonial movements to the Arab spring to climate justice organising and everything in between - their resistance has always sparked and sustained transformational change. And yet, too often girls are separated and sidelined from resources and shut out from decision-making spaces, their power deliberately obscured and hidden from view. Centring the political power of young feminists across the world, we work so that girls and their allies have access to the resources, networks, and platforms they need to power their activism and remake the world.

As an Africa rooted, global hub for girl activists, Purposeful works to shift the allocation of resources, policies, and programmatic practices with and for girls and young feminists across the world. This includes re-distributing resources in highly flexible and innovative ways, including to girls shut out from traditional banking infrastructure. We leverage learnings from our own practice to support others to move from protectionist to power-building approaches that promote the collective liberation of girls. Working in partnership with civil society and development communities we hold learning space, convene practitioners, build national coalitions, and co-create collective advocacy voice. Across all that we do, we work to make girls political power visible so that their organising and activism is resourced in healthy and sustainable ways for the long term.

Context of this role:

The Regional Lead for Francophone West Africa is responsible for all programmatic aspects of Purposeful's work in the region, playing a key role in the design, management, and implementation of Purposeful's resourcing model. They hold a critical understanding of feminisms, social justice, and human rights issues facing women, trans, gender non-binary, and intersex people, with a familiarity with the historical and socio-political context of the region from an intersectional gender justice lens.

The primary responsibilities of this role include building out and leading on the strategy of our regional resourcing strategy - this includes building out a regional plan (that includes grantmaking, accompaniment, convening, amplification etc); networks and partnerships; working closely with other Resourcing Resistance team on transnational solidarity work, grantee and advisor engagement; shared learning and documentation, as well as advocacy in the region.

The Regional Lead will be supervised by the Resourcing Resistance leads and work closely with other regional leads.

Key Responsibilities:

Drive regional grantmaking strategy and leadership: 40%

- Lead in collaborative strategy development for the region that identifies opportunities for grant-making, convening and accompaniment in service of the regional needs, thematic developments and trends in young feminist organising;
- Lead in regional accompaniment strategy development and advisory strategy that supports transnational solidarity;;
- Co-develop a regional crisis monitoring system;
- Develop concept notes, briefing papers and other documents that bring to life the regional strategy;
- Foster relationships and connections with networks of feminist and womens funds, activists and others working with girls in the region in the region;

Grantee partner and advisory relationships: 20%

- Develop a grantee partners' accompaniment activity plan and supervise its implementation for the region alongside the regional programme officer and regional advisors;
- Coordinate all aspects of advisory engagement across all grantmaking, regional advisory convenings with support from the regional programme officer;

Management and finance: 20%

- Oversee all components of grants processing, including legal and compliance, processing of grantmaking requirements, adhering to all policies and safeguarding;

- Supporting programmes officer in all regional grantmaking data entry/cleaning into Salesforce;
- Supervise regional consultants and regional staff - contributing to staff member's professional development, monitoring work plans and review process;
- Working with finance team in budget allocation for region, monitor and track spend across all funding methods for the region;

Supporting shared learning, advocacy and documentation: 15%

- Co-facilitate learning and collaboration spaces across the region to support transnational solidarity and learning;
- Lead on and co-author reports, blogs and learnings documentations for the region;
- Attend and/or support the preparation of convenings, learning visits and special projects related to the region;
- Coordinate outreach, build relationships with grantees advisors, and other stakeholders, and to ensure that potential grantees are aware of Purposeful's work;
- Identify key advocacy moment/issues for work in the region;

Philanthropic Advocacy + Resource Mobilisation: 5%

- Identify key advocacy moment/issues and fundraising opportunities for work in the region;
- Supporting proposal and donor report writing

Skills and Experience:

- Young feminist with at least four years of activist or professional experience in planning, implementing and/or managing grantmaking programs OR any other relevant programs or initiatives led by or about young feminists working on women's rights, LGBTQIA+ rights and youth issues in the Francophone West Africa region;
- Knowledge and understanding of the different social-cultural and political contexts in the Francophone West Africa region, and knowledgeable about feminist organising at the regional and/or international level;
- Fluency in French and English
- High level of personal responsibility and proactive approach to tasks;
- Demonstrate sensitivity and appreciation for diverse viewpoints and different communication styles in a politically and culturally diverse environment;
- Salesforce and Form Assembly experience would be advantageous.

Women, trans, intersex and gender non-conforming candidates, young people, and those who identify as Black, Indigenous or People of Colour (BIPOC) and those living with a disability, are strongly encouraged to apply

To Apply:

Please send your CV and a covering letter (in English) with the subject line Regional Lead-Francophone West Africa to applications@wearepurposeful.org by **24 November 2023**. Applications will be reviewed on a rolling basis before this date so early applications are encouraged.

