



FORDFOUNDATION

## POSITION ANNOUNCEMENT

# PROGRAM ASSOCIATE, INTERNATIONAL GENDER, RACIAL AND ETHNIC JUSTICE PROGRAM

The **FORD FOUNDATION** is an independent, nonprofit grant-making organization. For more than 75 years it has worked with visionary people on the frontlines of social change worldwide, guided by its mission to strengthen democratic values, reduce poverty and injustice, promote international cooperation, and advance human achievement. With headquarters in New York, the foundation has ten regional offices in Latin America, Africa, the Middle East, and Asia.

### **SUMMARY DESCRIPTION:**

The Program Associate works as part of a team of program staff who are implementing a global strategy under the Ford Foundation's International Gender, Racial and Ethnic Justice Program ("GREJ) which seeks to ensure that women and girls, especially those most marginalized, are safer, more empowered and experience less violence. The Program Associate holds a variety of responsibilities related to the research, analysis, and coordination of programmatic activities with a primary focus on supporting the team to implement the grant making strategy through learning, research and analysis, tracking progress towards outcomes, and monitoring external context shifts, and the health of the field and organizations the program supports.. Reporting to the Director of the International Gender, Racial and Ethnic Justice Program, the Program Associate will also serve as a strong conduit for shared learning within the team and across programmatic teams.

Addressing inequality is a key focus of the Ford Foundation globally. Violence against women and girls (including gender non-confirming individuals) remains pervasive worldwide and is the most atrocious manifestation of the systematic discrimination and inequality women and girls continue to face, in law and in their everyday lives around the world. It transcends cultural boundaries and political contexts and reinforces and exacerbates other forms of discrimination based on disability, race, class, caste, sexual orientation and age.

Thanks to the advocacy of feminist movements and women's rights advocates worldwide, progress has been made in the adoption of international conventions, protocols and instruments that make explicit the responsibility of governments to respect, promote and protect the rights of women and girls to live free from violence. Unfortunately, these frameworks and conventions have not necessarily filtered down to

the lives of women and girls, particularly women and girls of color and indigenous women and girls living in the global South. Problems around cultures of impunity that allow abusers to face no consequences for abuse; inadequate resources for effective implementation of laws, policies and prevention programs; and dominant social and cultural norms that entrench male power and condone violence all contribute to the high rates of violence against women and girls. Historically, there has been a failure to apply an intersectional (race, class, disability and sexual orientation) lens to addressing the structural nature of violence coupled with a failure to consider culturally appropriate and context specific solutions to reducing violence. The feminist women and girls' rights movement need to be leading change in this arena but this sector faces its own challenges in relation to the backlash against women and girls' organizing around the world and these movements are inadequately resourced and struggling with issues of sustainability.

Under Ford's new international 'Gender, Racial and Ethnic Justice' Program, the Foundation will specifically focus on a global South intersectional feminist perspective to addressing violence against women and girls in innovative ways that serves to empower women and girls as agents of change (not as victims).

The Program Associate will form part of a global team based in New York and South Africa and will also serve as support to offices working on GREJ, i.e India, Nigeria and South Africa, to, manage relationships and projects, analyze trends, identify and organize cross-programmatic learning and assist in strategic planning

### **QUALIFICATIONS:**

- Bachelor's degree in a relevant social science field and minimum 3 years' experience working in a program-related support capacity and/or research and writing capacity with a specific focus on global women's rights, violence against women and girls and/or social justice philanthropy space.
- Demonstrate a global South feminist perspective on women and girls power and has experience engaging with global South networks.
- Has an excellent understanding of tensions/debates within the feminist movement in relation to race, class, disability, sexual orientation and gender as well as the ability to navigate U.S and global South feminist movements and women's rights stakeholders
- Exceptional communication skills – strong active listening skills, constructive verbal and written skills, strong public presentation skills
- Strong proficiency with research, data collection, review, analysis, and reporting
- Strong proficiency with the use of software platforms and high degree of comfort with multiple technology applications, including Excel, Word, PowerPoint and databases
- Exceptional organizational skills and attention to detail

- Demonstrated ability to work successfully in a multi-faceted, multitasking environment
- Demonstrated ability to be a productive member of a community of people at work, respecting differences while working toward shared goals, comfort with periods of ambiguity, constructive participation in ongoing organizational development

**ALIGNMENT TO THE MISSION AND CULTURE OF THE FORD FOUNDATION:**

- Commitment to the Foundation's mission and core values of equity, fairness and diversity
- Personal qualities of humility, capacity for self-reflection, and a sense of humor
- Discretion and ability to handle confidential issues
- Action-orientated and entrepreneurial self-starter who can work well independently and in teams

**SALARY:** Salary is based on experience and on the Foundation's commitment to internal equity. A generous benefits package is provided.

**LOCATION:** Johannesburg, South Africa

*Equal employment opportunity and having a diverse staff are fundamental principles at The Ford Foundation, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.*