



POSITION DESCRIPTION

Title: Programs Specialist (focus on training and organisational change)

Location: Melbourne, Australia preferred, but other locations possible

Duration: 1 year contract, extension dependent on funding.

Type: Part-time (3 days/week initially, possible growth to full-time dependent on funding)

Salary: pro-rata AUD78,000k (plus superannuation)

Apply By: 19 June 2019 to hr@42degrees.global, quote ref: PS2, with your CV, and a letter addressing the selection criteria. Applications will be reviewed on a rolling basis, with interviews planned for 24-25 June.

42 DEGREES

42 Degrees seeks to ensure that the rights, needs and strengths of people of diverse SOGIESC* (aka LGBTQ+) people are addressed in international humanitarian and development programs. 42 Degrees is an Australia-based non-profit organisation established in late 2018. Our work is currently focused on Asia and the Pacific and includes implementation of some projects through agreement with Edge Effect (www.edgeeffect.org). We understand that people are not defined solely by their SOGIESC and may have many other intersecting experiences – for example as women, people with disabilities, as indigenous people, as sex workers, amongst many others – and that we need to engage people as whole people.

* Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics.

HOW WE WORK

42 Degrees pushes boundaries and solves problems. There are lots of reasons why people of diverse SOGIESC are often left out of international humanitarian and development programs. We're looking for people who bring energy, creativity and a commitment to facilitating change. But we're just as concerned about how we work: in solidarity with communities and CSOs, and in partnership with humanitarian and development actors.

We are looking for people who are comfortable in the dynamic and sometimes unpredictable environment of a relatively new organisation. Positions at 42 Degrees are based on competencies rather than specific projects and tasks. Team members are encouraged to bring their skills and experience to a range of work. If you enjoy learning, taking on new responsibilities, dreaming up new ideas, and assisting in the development of the organisation we'll make a good fit for each other. This kind of work can be taxing and we're open to suggestions about how to care for ourselves and each other.

While 42 Degrees has a base in Melbourne, Australia our work takes place around the world. Our systems are designed to be flexible and to support staff, consultants and volunteers to work anywhere.

POSITION PURPOSE

We are seeking someone to lead the design and implementation of training, audit and organisational strengthening of INGOs. You can expect to work on projects involving:

- Delivery and design of existing in-person training with INGO staff on diverse SOGIESC inclusion.
- Development of systems and content for new online and blended training.
- Development and management of an alumni network, supporting ongoing learning.
- Design and implementation of organisational 'health checks' and organisational change support.

- Support for rethinking accountability and partner appraisal processes.
- Development of proposals and new projects.

SELECTION CRITERIA

- Demonstrated commitment to diverse SOGIESC (aka LGBTIQ+) inclusion. Awareness of issues faced by people of diverse SOGIESC in the Asia and Pacific regions and in humanitarian and development settings would be an advantage.
- Demonstrated experience designing and delivering training programs, preferably in in-person group training, online and mixed modes.
- Experience in co-designing processes, with relevance for training and organisational strengthening with larger organisations in Australia and community-based CSOs in humanitarian and development contexts outside of Australia.
- Familiarity with online training platforms and preferably, development of content for online training platforms.
- Demonstrated commitment to working with communities and CSOs as partners in community development projects, preferably within international humanitarian and development contexts.
- Demonstrated experience designing and undertaking audit processes with organisations, including follow-up collaborative organisational change work.
- Experience developing or supporting alumni networks.
- Experience working with people in diverse linguistic and cultural contexts.

WHO SHOULD APPLY?

- We welcome applications from anyone whose skills and experience match the criteria. If you don't meet all of the criteria, or if you have some other awesome skills and experience, then convince us why you should join the team.
- Members of diverse SOGIESC/LGBTIQ+ communities are encouraged to apply, as are people who can show genuine allyship. We welcome applications from people of all backgrounds and circumstances.

ALSO

- Successful candidates will need to undergo background checks.
- Travel within Australia and to locations in Asia and the Pacific is likely.
- Please direct questions to Emily Dwyer or Lana Woolf at hr@42degrees.global