

Program Associate – Community Based Leadership Program CREA

Organization

CREA advances women's human rights and the sexual rights of all people by building leadership, influencing social movements, expanding discourses, and creating enabling social and policy environments. A global organization based in New Delhi, India, CREA works to make human rights an effective tool for social change, and to integrate human rights mechanisms, awareness, and principles into the fabric of society.

Goals:

- i. Enhance leadership capacities of marginalized groups [women, young people, sexual minorities, disabled] to articulate, assert, and access their rights.
- ii. Influence social movements at the local, national, and transnational levels to become more inclusive of marginalized groups.
- iii. Build knowledge and disseminate resources that explore theory, practice, and the interconnections between gender, sexuality, and rights.
- iv. Influence policy and public attitudes regarding sexuality and women's rights to promote a social environment that fulfills the human rights of all people.

Program Areas:

- i. Community based leadership program
- ii. Strengthening organizations and movements
- iii. Public education and advocacy
- iv. Monitoring, evaluation and research

Community Based Leadership Program

Goal: to build capacities of grassroots organizations to challenge power structures that oppress women.

Strategy: Build leadership capacities of young people and women through institutes and trainings on issues of human rights, sexuality, gender, and development; develop resource materials in Hindi; build discussions and debates in the public and policy domains.

The program includes:

- Ibtida – a network of grassroots organizations
- Adhikar, Vikas aur Sangharsh: Ek Adhyayan (Human Rights Institute in Hindi)
- Yaunikta, Gender aur Adhikar: Ek Adhyayan (Sexuality, Gender and Rights Institute in Hindi)
- Basic Training on Sexuality and Gender in Hindi

Scope and Responsibilities:

The Program Associate's job entails working with the Program Manager – Community Based Leadership Program, and being responsible for:

- Assisting and developing the program in keeping with CREA's vision
- Planning and implementing programs, conferences and Institutes
- Travel to partner organizations of Ibtida
- Assisting in facilitation of workshops/projects/ training

- Documenting the work done by community based organizations
- Developing networks and collaborations
- Developing effective monitoring systems
- Ensuring effective reporting of the programs
- Assisting in writing proposals and fund raising for the organization
- Representing the organization in various fora

Qualifications:

The Program Associate must have a deep commitment to CREA's vision and mission and help in the growth of the organization. Other qualifications include:

- A minimum of 2-3 years of experience working with regional, national and/or international non-governmental organizations on reproductive health/ sexuality/ violence against women/ women's rights;
- A degree in social sciences;
- Keen intellectual, analytical and strategic abilities;
- Ability to take initiative in developing the program;
- Experience in project management and co-ordination;
- A strong sense of humor;
- Excellent written and communication skills;
- Willingness to travel domestically and internationally.

CREA promotes pluralism and equal opportunity and is committed to diversity in its staffing and to the maintenance of an environment free of discriminatory employment practices.

CREA's policy is to provide equal employment opportunity to all individuals. No individuals shall be discriminated against because of their actual or perceived age, caste, class, disability, marital status, religion or sexual orientation.