Feminist Approach to Technology (FAT) - Job Description – February 2020

**Job Description:** Lead – Feminist Leadership

**Date of Joining:** Immediately

**Mode of Engagement:** Consultant

**Reporting to:** COO/ ED

**Location:** New Delhi

**Contact:** jobs@fat-net.org

**Background about Feminist Approach to Technology (FAT)**

Feminist Approach to Technology, established in 2008, is a not for profit organization with a strong belief that women’s participation is equally important as men’s, not just in use of technology, but also in the creation of and decision-making around technology.

Two key themes guide all our programs, advocacy and thinking at FAT:

1) **Feminist Leadership of Girls and Women:** We believe that a holistic, feminist framework of leadership building for marginalized girls and young women, is needed to bring equity in voices within the women’s movement

2) **Democratisation of Technology and STEM:** We believe that women’s social rights, economic independence as well as leadership opportunities can increase if they have access to technical tools, formal and informal STEM education, and livelihoods in STEM fields.

Over the first 10 years of our work, FAT has inspired and supported more than 200 young women across 4 states of India to take collective action within their communities for gender justice. We are committed to create space and leadership opportunities for marginalised girls and young women within our team alongside supporting their leadership through our programs. Today, we are proud to call ourselves a ‘community led organization’, with young women in leadership positions and driving results for the organization.

With our community’s leadership in the forefront, FAT is now transforming into a network of community collectives led by young women, working together for sustainable development, equality and equity in their communities, through a feminist approach to technology.

**Job Description**

Lead – Feminist Leadership is an extremely important role in the structure of FAT, as this role will help shape one of the flagship programs – Young Women’s Leadership Program. The Lead will be responsible to facilitate the process of identifying priorities, planning and implementing the program across multiple states, directly or through partnerships to achieve the annual goals for the program, with the help of the program team.

The YWLP team consists of young women who are from the community and are alumni of the program. The predominant role of the Lead would be to help and support these young women in every aspect of the work they do. From designing, modifying the curriculum, to bringing in a feminist point of view, to planning the growth/ expansion of the program, to planning the workplans/ job allocation, to reviewing progress, to documenting and recording program related data, to facilitating the program for the community, outreach and engaging with the community are some key tasks that will be conducted by the team for which they will need support and guidance from the Lead.

This position is pegged as a ‘consultant’ and is time bound as our vision is for the young women to take full accountability and ownership for the program and deliverables. As a consultant, the key deliverable
will be to build capacity, show direction, guide, facilitate, help and support, resolve conflicts, role model and create an enabling environment for the young women to flourish.

We are looking for someone who will be highly energised by working with young women from the community and love a challenging, yet rewarding environment to work in.

Specific Responsibilities:

- Support the team in creating an annual work plan for YWLP in line with the strategic priorities identified for FAT
- Help the team put together processes for work allocation within the team, set up daily/weekly check ins to evaluate progress; review process for the team and resolve conflicts/roadblocks that they may experience
- Build capacity of the team to work in collaboration and synergise across various functions like Girls in STEM; Operations; Resource mobilisation to enable smooth operations
- Train and equip the team with skills to create standard operating procedures for program implementation and documentation
- Support the ED and COO in documenting the program objectives and outcomes, theory of change, log framework, monitoring, evaluation and learning, program assessment, capacity building of implementation partners are all a part of the standard operating procedure
- Mentor the team members on dealing with interpersonal issues and conflicts in a way that will enhance their relationship building skills
- Empower the team to represent the organization in various forums and be a brand ambassador for FAT
- Support the team in donor visits, funder conversations, partner negotiations and reviews to ensure a win-win situation for all parties involved

Note: These responsibilities will be core to the team of young women who are a part of the YWLP program. The Lead is expected to be their mentor and ensure they deliver to these responsibilities, while helping them build their skills in each of these areas. In areas that are out of bounds from an ability perspective of the team, the Lead may have to step in to 'demonstrate' how things are done and allow for the team to then demonstrate learning of the same.

Selection Criteria:

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<th>Experience</th>
<th>- At least 8 years of work experience in the social sector</th>
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<td>- At least 4 years of experience in gender, SRHR or community development</td>
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<td>- Experience in women leadership program design and implementation desirable</td>
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<td>Timeframe</td>
<td>- Commitment of a minimum of 2 years full time engagement</td>
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<td>Expertise</td>
<td>- Gender and Diversity</td>
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<td>- Sexual reproductive health and rights</td>
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<td>- Community engagement and empowerment</td>
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<td>- Intersectional feminist issues</td>
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<td>- Rights-based approach</td>
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<td>Languages needed</td>
<td>English and Hindi</td>
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Skills
- Interpersonal skills
- Effective Communication
- Mentoring and coaching
- Facilitation and decision making
- Critical thinking
- Creativity and innovation

How to apply:

Please send the following documents to jobs@fat-net.org by or before 19th August 2020, mentioning “FAT-Lead-Feminist Leadership” in the subject line.

a) A covering Letter
b) An updated CV with three references, your last drawn salary (annual) and expected salary
c) A short note on your achievements