

# WOMEN'S INITIATIVES FOR GENDER JUSTICE



## Vacancy: Member(s) of the Board

Women's Initiatives for Gender Justice is an international women's human rights organisation that advocates for gender justice.

### **About us:**

Women's Initiatives for Gender Justice is an international non-profit women's human rights organization that was established in The Netherlands in 2004. We advocate globally for gender justice and accountability for sexual and gender based crimes through the International Criminal Court (ICC) and other mechanisms.

We work with women most affected by conflict situations under investigation by the ICC, and collaborate with grassroots partners and associates across multiple conflict areas. Survivors of sexual and gender-based violence inform the voice of Women's Initiatives for Gender Justice.

Our target areas include:

- Increased access to justice for survivors of sexual and gender-based crimes (SGBC);
- More inclusive gender justice in international and domestic laws, policies, practices, adjudications and jurisprudence, including at the ICC;
- Supporting survivors and activists in building a gender justice field;
- Improved policies and practices for assistance and security for survivors of sexual and gender-based violence;
- Broader understanding of all forms of sexual violence.

Our current projects include:

- Support to Ukrainian legal practitioners in integrating international standards to address conflict-related sexual violence in Ukraine;
- Development of an in-depth analytical report of ICC jurisprudence on SGBC from its first decisions to date, and related advocacy initiatives;
- Promoting gender inclusivity in international and national policy development and implementation;
- Tailored projects in support of local accountability measures for SGBC in Georgia, DRC and Uganda.

Across projects, our foundational principles include taking a survivor-centred approach, broadening the understanding of all forms of sexual violence, and close partnerships with local NGO partners.



## **Our Board:**

The Board provides governance and management oversight and perspective. Guardianship of the organisation is an integral part of each Board member's role. Oversight, especially of the finances, ensures that the organisation is financially sound, is following its own rules, and that the accounts are correctly done and properly reported. Board members also provide critical perspective from their respective fields, networks and expertise on the organisation's mission and strategic direction.

The Board is the employer of the Executive Director and hence appoints and appraises this person, in addition to assisting with advice and guidance. In carrying out their mandate, Board members play a key role in developing fundraising strategies and are expected to partake in fundraising activities.

Board members have specific mandates, including Chair, Treasurer, and Secretary.

## **Strategic and operational challenges for Women's Initiatives:**

- Positioning of the organisation in a rapidly changing environment, including with regard to shrinking civic space, move towards localization, the anti-racism and decolonization debate, funding cuts, and growing movements against gender justice in certain countries.
- Building a solid financial position for a not-for-profit foundation. The ongoing provision of high-quality services requires continued financial attention.

## **What we are looking for in our new Board members:**

- Ability to endorse the objectives of the Foundation with conviction and serve as an Ambassador to the organisation.
- Ability to test (and help formulate) the strategy and direction of the organisation and operate at a strategic level, whilst being able to analyse and form an opinion on matters submitted to the Board by the Executive Director.
- Ability and attitude to assist the Executive Director with advice and guidance.
- Willingness where and when required to use their networks in their representation of the organisation and its aims.
- Integrity, sense of responsibility, an independent attitude, adhering to the values of Women's Initiatives.

Experience and skills in any of the following are welcome:

- Experience with management, fundraising, finance, and marketing are all advantages;
- Board members who are complementary in terms of knowledge, experience, and networks, including profit/non-profit sector, public/private sector, business, social, governmental, administrative, financial, economic, diversity, legal and political backgrounds.
- A business profile (which includes the understanding of finance and strategy), perhaps/preferably at an international employer would be an advantage.

**Selection procedure:**

We are currently recruiting for up to x number of positions on the Board, and particularly encourage applicants in conflict-affected contexts to apply. Candidates are invited to express their interest by sending a short motivation letter and a current CV to [info@4genderjustice.org](mailto:info@4genderjustice.org) by 15 March 2023.

The current Board members will determine which candidates will be invited for interview and will form the interview panel and selection committee. The Board may solicit the advice and assistance from previous Board members and from the Executive Director of Women's Initiatives.

**Remuneration:**

Board membership is an unpaid position, given the nature and objectives of the organisation. Nevertheless, the Supervisory Board views its role as a professional task and expects its members to provide sufficient time to carry out its duties.

The Women's Initiatives Board meets every two months for 1 hour, with one hour of preparation per meeting. Ad hoc engagement on a broad range of responsibilities is estimated at 1 additional hour per month.

Further information about Women's Initiatives – including its mission, vision and values - can be [found on its website](#).

