

Job/Role Title	Director Solidarity for Change
Division	External Relations
Grade	H
Location	Global – open
Responsible to	Director External Relations

Role Purpose:

Amplify impact by building bridges, shaping discourse, and connecting communities, social movements, civil society and policy and decision-makers. Unleash the possibilities of IPPF's interconnected multi-level presence and political influence to drive a more powerful global movement for change.

Context of role:

From climate change to COVID or inequality, the problems faced in the world are many, complex and interconnected. As a sector, we often treat symptoms and rarely the root causes. Global agendas—such as the Sustainable Development Goals, Universal Health Coverage and pandemic response – underline the need for international collaboration. No sector can solve its problems alone. Only through solidarity can we hope to persevere. Nowhere is this more apparent than in SRHR, where women's and LGBTQI rights are deliberately targeted as entry points to wider authoritarian strategies to maintain the power and privilege of the few, in every corner of the globe. Breaking barriers and aligning strategies is not just 'nice to do', it is essential to protect, maintain and advance human rights for all.

In the next six years, IPPF will come together to build more bridges and forge greater alliances and partnerships. Working with our MAs and allies, we will define shared goals and action. We will have deeply rooted partnerships and collaborations with intersectional movements everywhere we are present, nationally, regionally, globally, We will support movements where they are, and on their terms. Together, we will showcase the best of civil society action and find inspiration in each other to create new ideas and innovation. We will deliver effective cross-sector campaigns, in the right places at the right times with the right partners.

IPPF is built on partnering, solidarity and sharing. That is in our DNA. We depend on our relationships with each other, and with our donors, partners and allies. And they are us. Strengthening national health systems from within, we will co-ordinate and collaborate with our governments, private sector and sister organisations. Together we will fill gaps and meet need. Together, we will set platforms for greater impact through strategic collaboration, within our sector and outside of it. We will organise forums, promote discourse and share strategic insights and intelligence. We will tell our stories strategically and powerfully, ensuring we win both heads and hearts. Where needed, we will host and support community organisations and interest groups. We will help set long-term foundations to grow.

We commit to increasing our support for intersectional social movements that work in support of SRHR and for women and girls, and to finding the ways to incentivize, encourage and reduce anxieties of MAs to do so. We will not gate-keep or claim spaces. We will join and amplify messages to uphold human rights and tackle inequalities. We will leverage our network and voice to reinforce political calls to action. We will prioritise the protection of human rights defenders from opposition attacks.

We will optimise the opportunities that arise to set global or regional political norms, laws and policies that can truly support the transformation we seek, but we will select with precision and political nous the opportunities that truly take us outside our own echo chamber and drive change at the moveable middle of politics and society.

Role Deliverables:

- Bring together the IPPF work streams that are the key avenues to change - political intelligence and advocacy, winning narratives, movement support, developing an overarching plan to achieve IPPF Strategic goals on political and social change.
- Build a dynamic aligned team and develop new ways of working that create a powerful, interconnected force for internal and external change.
- Oversee a coherent approach to tackling the forces that operate against SRHR, ensuring the Federation has the strategies, tools and tactics to continue to make progress for people, even in the face of the strongest. opposition.
- Ensure IPPF is well positioned to influence the multilateral and intergovernmental dialogue, and is a trusted resource.
- Ensure a timely and courageous voice that is used strategically for optimal impact; whilst being discerning – being clear about when working back channels is more appropriate. Evidence of ability to bring Secretariat along with MA's and vice versa. Judicious use of Secretariat teams, when MA's cant engage. Ensure that safety and security of staff, activists, health providers, and volunteers is factored into decision-making and personal risks of speaking up/associations with IPPF are mitigated to the extent possible.
- Keep a global [geopolitical] view across the Federation, linking with regional staff to ensure that MAs and partners in countries that are key to delivering wider change are being sufficiently supported at critical moments and that there are no critical gaps in presence.
- Keep an overview of key partnerships to ensure IPPF is working strategically with the most optimal partners at each level (global, regional and in key national contexts) to deliver the overall advances in SRHR foreseen by the strategy.
- Working with Communications, ensure that IPPF has the wherewithal to embrace the power of targeted narratives and story- telling, and that Secretariat, MAs and key partners are fully equipped to drive the optimal narratives to achieve goals on political and social change.
- Leads by example. Real world experience of delivering a service or litigating in the most restricted of settings and able to apply that to traditional advocacy spaces. Constructively challenges conservatism within progressive spaces and movements.
- Redefine traditional advocacy dialogue so that it aligns with the demands of grass-roots movements and civil society. Continues to ensure SRHRJ is mainstreamed into related areas.
- Further develops the IPPF human rights tracker and ensures action is based on lived experience and the risk profile of the country involved.
- You will have enough multi-country experience to lead the establishment of a truly global team, partnering with regional colleagues on the issues as they arise, regardless of when and where.
- You will manage the Solidarity for Change budget and ensure resource mobilisation efforts are aligned to the work necessary for change.

Expertise:

- Advocacy by doing. Knows what the words on the page mean for people. Takes risks, and able to ground policy dialogue in lived experience without unjustified fear or favour of governments who are not aligning to human rights goals.
- Significant exposure to multi-level advocacy within the international sector, including the use of accountability mechanisms to drive change.
- Strong understanding of Sexual and Reproductive Health and Rights Justice (SRHRJ) including in development and restricted contexts.

- Significant experience of working in a complex organisation dealing with a breadth of fast-changing and controversial issues. Experience of federation or network working desirable.
- Experience of supporting NGOs or partners to drive change at national level, including an understanding of the challenges and capacity building needs of national organisations working in service provision and national advocacy desirable.
- Experience of coalition building and resource mobilisation desirable.
- Strong analytical approach. Is aware of personal and situational power and is scrupulous in dealings with other people.

Skills:

- Understanding of values based narratives and cognitive linguistics a big asset.
- Is a servant leader.
- Finds opportunities for the younger people in your team to shine and step to the front.
- Multi-lingual preferred. English fluency essential. Ability to work in French, Arabic or Spanish advantageous.
- Uses and understands technology, stays abreast of changes in the landscape and takes responsibility for self-learning.

Personal Competence:

- Highly honed political 'nose', able to read evolving social and political trends and react to what is to come, as well as to 'what is'.
- Leads with kindness and endless curiosity.

Your Ethos:

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors and partners to share this commitment. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.