



Director, Solidarity for Change and Voice

October 2024



About IPPF

International Planned Parenthood Federation (IPPF) is a global healthcare provider and a leading advocate of sexual and reproductive health and rights (SRHR) for all.

Led by a courageous and determined group of women, IPPF was founded in 1952 at the Third International Planned Parenthood Conference. Today, we are a movement of 120 autonomous members with a presence in over 146 countries.

Our work is wide-ranging, including comprehensive sex education, provision of contraceptive, safe abortion, and maternal care and responding to humanitarian crises. We pride ourselves on being local through our members and global through our network. At the heart of our mission is the provision of – and advocacy in support of – integrated healthcare to anyone who needs it regardless of race, gender, sex, income, and crucially no matter how remote.

Volunteerism is central to our healthcare delivery. It underpins the vital work of our members and their teams, whether through community outreach and distribution of contraceptive care or the regional Youth Action Movements championing change.

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The Role

Role:

Director, Solidarity for Change and Voice

Preferred Locations:

Nairobi, Tunis, Geneva, London, Mexico, New York, Trinidad & Tobago, Washington DC.

Salary:

Location Dependent - Competitive

Role Purpose

The Director, Solidarity For Change and Voice is a critical role leading IPPF's transformation as set out in its strategy, Come Together. This is a global role overseeing partnerships with a wide range of actors from grassroots movements to multilaterals. The Director has responsibility for IPPF's social movements, global communications, opposition, and narratives; the Director will ensure voice, political intelligence, and focused advocacy drive IPPF's efforts on ensuring Sexual and Reproductive Health Rights and Justice (SRHRJ) for all. The Director will set the conditions for IPPF to stand up and speak out, ensuring a human rights approach that will accelerate progress against more stigmatized areas of SRHRJ, including on LGBTQI+, safe abortion and sex worker rights. The Director will work in solidarity with, and support of IPPF's 120+ Member Associations, and collaborate with global partners to unleash the possibilities of IPPF's Federation to drive a more impactful global movement.

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Role Context

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

Strategy Development and Management:

- Develop an overarching plan to achieve IPPF Strategic goals on political and social change by bringing together the IPPF work streams that are the key avenues to change - political intelligence and advocacy, winning narratives, movement support,
- Ensure the Federation has the strategies, tools and tactics to continue to make progress for people, even in the face of the strongest opposition and oversee a coherent approach to tackling the forces that operate against SRHR.
- 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.
- 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.

Leadership, Partnership Management and Representation:

- Ensure IPPF is well positioned to influence the multilateral and intergovernmental dialogue and is a trusted resource.
- Ensure a timely and courageous voice 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 MAs and vice versa. Judicious use of Secretariat teams, when MAs can't engage.
- 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.

People Management, Safety and Security:

Build a dynamic aligned team and develop new ways of working that create a powerful, interconnected force for internal and external change.

Advocacy and Shaping Discourse:

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. • 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.

Develop the IPPF human rights tracker and ensure action is based on lived experience and the risk profile of the country involved.

Budget Oversight and Management:

Management of the Solidarity for Change budget and ensure resource mobilisation efforts are aligned to the work necessary for change



Candidate profile

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.
- 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

Skills:

- Understanding of value-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.
- Real world experience of delivering a service or litigating in the most restricted of settings and able to apply that to traditional advocacy spaces.

Personal Competence:

- Constructively challenges conservatism within progressive spaces and movements.
- 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



How to Apply

All correspondence, at this stage, should be via JobsHR@ippf.org

To apply for this post, complete our online application form, and submit your cover letter and CV and as three different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit. The document should be saved in PDF in the following format: *Your First Name-Your Last Name-Document Name-Date (mmyy)* e.g., *Pat-Jones-CV-012023-Organisation* or *Pat-Jones-CoverLetter-012024-Organisation*

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government's new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

Timeline

Closing Date:	12th December 2024
First stage interviews:	TBC
Final interviews:	TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of IPPF's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information or require reasonable adjustments to support with your application, please email;

People Partner, UK & Affiliates, Michaela Campbell mcampbell@ippf.org in the first instance. Please write in the subject line: **IPPF Director, Solidarity for Change and Voice role.**



