



1 Newtown Avenue, Level L3, Soul City Offices, Johannesburg, 2193, South Africa  
Tel +27 11 339 1468 | [getinfo@iranti.org.za](mailto:getinfo@iranti.org.za) | [www.iranti.org.za](http://www.iranti.org.za)

## **Vacancy: Deputy Director (Programmes)**

Irantí is a Johannesburg-based regional non-profit organisation (NPO) that was founded in June 2012 to focus on lesbian, transgender and intersex rights. Our intention is to build local partnerships and movements to advocate for rights and recognition across Africa through the use of multi-media platforms, advocacy and research and documentation.

Irantí is committed to probing and developing a deeper understanding of human rights violations, and seeks ways to change policies, laws and individual mindsets and behaviours to end homophobia, transphobia and intersexphobia from an intersectional lens. An intersectional approach allows a recognition that Black Trans, Lesbian and Intersex identities, suffer multi-layered discrimination because of their race, economic status, gender identity and sexual orientation.

Irantí participates in national, regional and global advocacy platforms, partnering with local organisations wherever possible.

### **The opportunity**

The mission of Iranti is needed now more than ever. Collectively we face unending challenges; states denying our right to self-determination, shutting down of LGBTIQ organisations due to growing dictatorships and nationalist agendas, escalating violence and discrimination of people already pushed to the margins, increased economic inequity, growing power of religious, cultural and economic conservatism, and the use of “gender ideology” to mobilise masses of people toward these conservative and increasingly authoritarian agendas.

Irantí is in a growth phase which is both challenging and meaningful in creating a purpose that embodies inclusive feminist values and strategies. No easy task, but we are committed to living and creating a strong organisational culture that is living its feminist social justice values.

Now more than ever there is a need for bold queer feminist leadership that can build Iranti toward a sustained future. This is an exceptional opportunity for a strategic and visionary leader to build on 8 years of innovative programming, on advocacy, and fundraising. An opportunity to fuel an organisation and strengthen a movement; to build and realise a world where we can actively and enthusiastically belong.

### **The position**

Reporting to the Director, the Deputy Director will co-lead the organisation at the highest level by building on Iranti’s eight year history. The Deputy Director (Programmes) will leverage the organisation’s expertise to center its activist-centered strategies and expand Iranti’s presence and impact. In keeping with Iranti’s



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commitment to upholding feminist leadership principles and decentralising power, the Deputy Director's primary responsibilities include the following:

### **Leadership**

- Inspire, mentor and motivate an amazing team of programme experts connected by a deep passion for human rights and social justice.
- Model feminist leadership principles that support self-determination and advance equity and inclusion.
- Champion a culture grounded in transparency and accountability.
- Centre wellness, and uphold the ongoing supportive work to nourish and strengthen staff.
- Leverage networks to develop meaningful partnerships.

### **Leading the advocacy and stakeholder management strategy**

- Lead the implementation of a comprehensive framework for national, regional and international advocacy and policy change.
- Lead Iranti's Advocacy Agenda nationally/regionally/internationally, in a way that is meaningful meets our purpose.
- Lead and inspire the Programmes and Media team for impactful work.
- Manage stakeholder relationships with funders, implementers, NGOs and government.
- Build and maintain strategic partnerships with partner organisations to enable buy-in and joint ownership in meeting desired policy agenda outcomes.
- Regularly review plans and priorities with the team to make the most of emerging opportunities and potential tactics and review implementation challenges to enable swift remedial action.
- Lead iranti in engagement in priority conferences and networks and enable the development of communication and information to ensure Iranti maintain and effective public platform.
- Authentically communicate Iranti's work and purpose in mainstream media, donor, government and other high level engagements.

### **Capacity building & management**

- Inspire and manage the performance of the Programmes, Media and Advocacy teams and provide input and supportive measures build a high performing team.
- Ensure internal engagement and ownership of advocacy and policy plans and priorities including: establishing clear lines of internal communication, creating internal systems and processes for sharing policy information and external



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influencing opportunities, and for managing relationships with key donors and partner-organisations.

### **Finance, fundraising, reporting and M&E:**

- Oversee and manage Iranti's programme budget to ensure compliance, impact and greater sustainable programme growth.
- Co-lead with the Executive Director in leveraging influence to fundraise and diversify Iranti's donor base.
- Ensure high quality narrative and financial reporting as required to donors and investing partners, clearly communicating any significant changes to project delivery or spending.
- Lead Iranti's M&E framework to enable the organisation to continuously learn from and improve the quality of our delivery and impact.

### **Skills, experience and behaviour requirements**

- A commitment to Iranti's mission and a clear understanding of the links between advocacy, research, community building, campaigning and media work - with a proven track record of developing, implementing and managing effective programmes.
- Postgraduate degree-level education in law/social studies or other relevant field.
- 5-8 years' post-bachelors experience working ideally within the human rights sector in a programme management role.
- Knowledge and understanding of issues of human rights and social justice, with a passion for community development and concern for issues affecting the LGBTIQ community.
- Ability and experience in the design of LGBTI projects.
- Advanced technical advocacy and stakeholder management skills.
- Good networks within the sector and with associates, and ability to develop partnerships with funders and external service providers.
- Strong conceptualisation, research, writing and project and programme management skills.
- Great communicator with excellent writing and presentation skills.
- Ability to work alone, take initiative, and manage diverse teams with a transparent, accountable and consultative style.
- Experience of managing and delivering training and capacity building of staff of differing skills and abilities.
- Be a strategic and creative thinker and possess strong management skills combined with the ability to keep on budget and on deadline.
- Prepared to travel.

### **Personal Characteristics**



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The new Deputy Director (Programmes) will be a fierce feminist leader with an uncompromising commitment to advancing the rights of Trans, Lesbian and Intersex persons. He/She/They will embody a deep practice of movement building, a commitment to building a growing organisation and comfortable articulating a radical vision. He/She/They will be an innovative, transparent and an adaptive leader with a commitment to lifelong learning and a drive to mentor, coach, and support leadership. The ideal candidate will have the emotional intelligence to engage in honest self-reflection and receive constructive feedback, and the humility to share power and make collective decisions.

### **Compensation**

The salary is market related and commensurate with the experience and qualifications of the selected candidate, the salary range for the position will be presented to the final candidate which includes medical aid and provident fund. Reimbursement of basic relocation expenses will be considered.

### **Location**

The Deputy Director will be based in Johannesburg.

### **Contact**

For individuals wishing to be considered for the Deputy Director (Programmes) position please submit a cover letter and résumé/CV to [anthea@iranti.org.za](mailto:anthea@iranti.org.za). The position remains open until a suitable candidate is appointed.