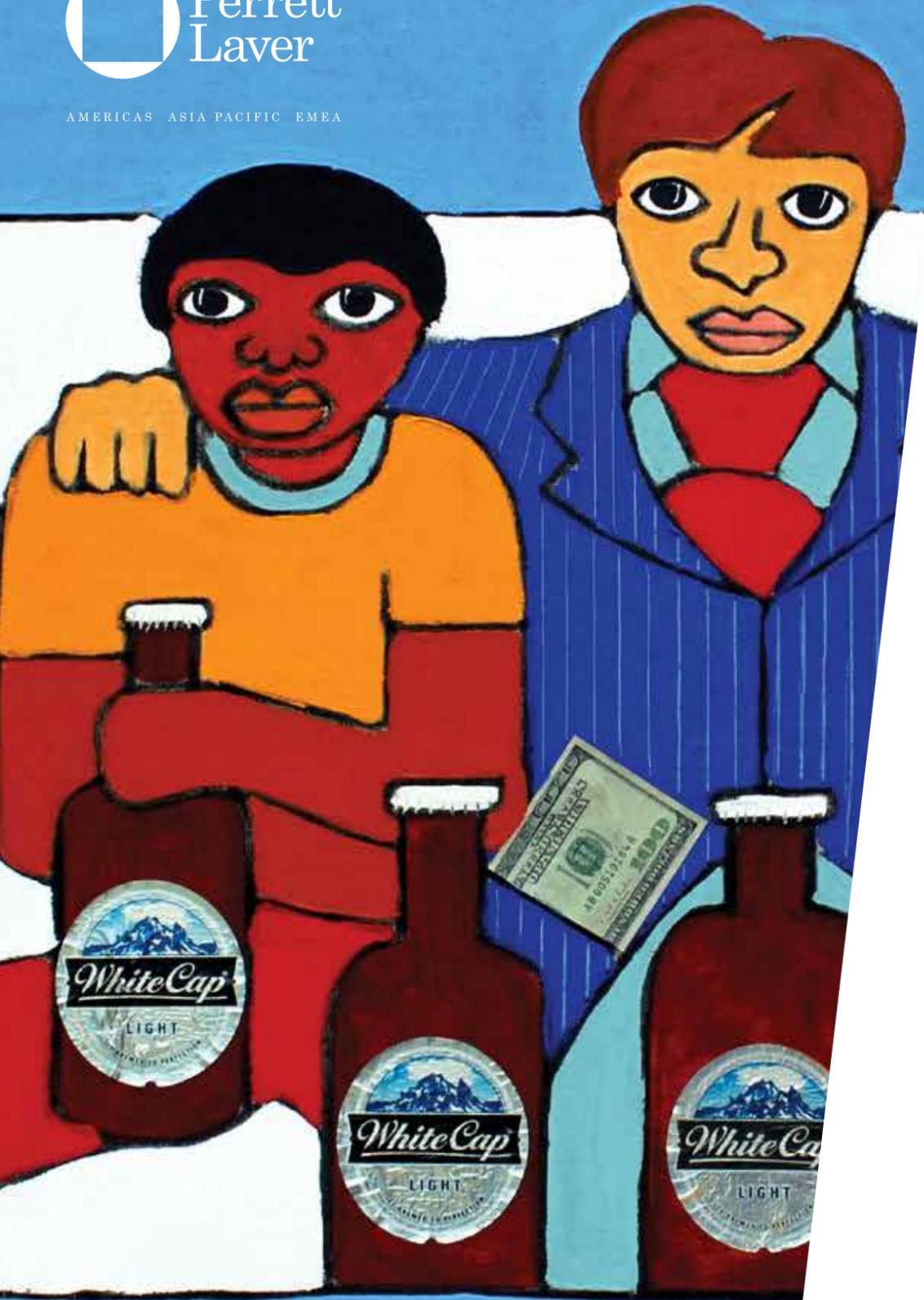


U H A I E A S H R I

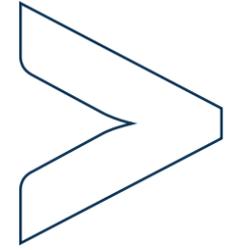
APPOINTMENT OF AN

EXECUTIVE DIRECTOR





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LETTER FROM UHAI'S BOARD CHAIR

THAT YOU ARE READING THIS...
MAYBE A SIGN THAT YOU ARE **THE BOLD & DARING** INDIVIDUAL
WE HAVE ASKED THE UNIVERSE TO SEND OUR WAY.

Warm greetings!

At this time when we bid a warm, albeit sad farewell to Wanja Muguongo, after her nine highly successful years as our Executive Director, the fact that you are reading this, and/or intend to read it to the end, may be a sign...

A sign that you are the bold and daring individual we have asked the Universe to send our way.

One who espouses feminist principles, as we do.

One with as revolutionary a spirit as we have.

One who is fair, just, accountable and responsive, as we aspire to be every minute of every day.

One who believes, as we do, in inclusivity, collaboration and innovation.

One who will stand strong and firm at the helm of the first indigenous, exclusive human rights Fund for and by sexual and gender minorities and sex workers from Eastern Africa, that is led and managed by the communities we serve.

One who will work with the UHAI EASHRI staff team and Board to build on the incredible growth thus far achieved, and lay the groundwork for continued success.

If, after you have read to the end of this call, you identify with who we are, I sincerely hope you will take the next step and apply for this role as our next Executive Director, UHAI EASHRI.

Yours truly,

Corina Dias



WHO WE ARE

UHAI EASHRI is Africa's first indigenous activist fund for and by sexual and gender minorities and sex workers.

Established in 2009, we have grown to fund civil society organising in 7 states across the greater Eastern Africa region—Burundi, Democratic Republic of Congo, Ethiopia, Kenya, Rwanda, Tanzania and Uganda—and we also fund, partner with, and grow mission-aligned Pan-African human rights organising across the continent.

We provide our community partners funding through flexible and accessible, peer-reviewed grantmaking; and we complement funding with capacity support, and support for activist-led convening.

We are a participatory fund; led by local activists living through local human rights struggles. We advance activist voice by providing resources and tools critical to push for change. Our participatory funding model is building agency and leadership in our communities by ensuring they are not just beneficiaries of support, but, more importantly, decision-makers for the support. UHAI is contributing to a radical shift in the narrative of how Africa's human rights struggles are resourced from one of foreign assistance, to ownership and self-determination by local movements.

Participatory grantmaking is important to us because it...

- Moves decision-making from “global” (often Western influenced spaces) to indigenous activist-determined spaces; from donors to communities
- Increases opportunities to take risks and fund new, promising work that traditional donors fear, shy away from or otherwise never know about
- Is itself a diligence check mechanism; activists at the decision making table have current knowledge and experience of the field (because they are the field), and of key organisations that are capable and accountable
- Is itself a capacity support intervention because the review of grant requests and determining of support decisions, grows professional and fundraising expertise among local activists engaged in the grants peer-review processes
- Best allows for diversity and inclusion by ensuring marginalised communities are at the decision-making table, and that there is a sustained check that no one is left behind
- Ensures current and relevant work is supported
- Allows the movements to respect and trust the grantmaking process





OUR CONTRIBUTION

With bravery and courage, African sexual and gender minorities and sex worker activists and allies risk their lives and safety daily to shape a better world. UHAI is proud to be a critical lifeline to those who would otherwise lack support, particularly organisations that are community led.

UHAI has resourced our communities to among other things, undertake legal and policy engagement and advocacy,

litigation and legal representation, security responses and coordination, community dialogue and networking, sexual health programmes, and research. Our peer-reviewed grantmaking has challenged and overturned repressive laws; empowered brave activist leaders to fight stigma, exclusion and violence; resourced long-term policy engagement and advocacy; and strengthened key coalitions and networks.

See our 2016-17 annual report

WHO WE ARE

OUR VISION

To Live and Embody Revolutionary Love

OUR COMMITMENTS

WE ARE FIRST: UHAI is the first funder for most activist organisations in our region, contributing to the growth of our movements, and seeding young, promising ideas.

WE ARE FAITHFUL: UHAI continues to sustain reputable organisations by providing them core and multi-year funding to secure long-term change. The core of our grantee partners are organisations that we have supported through the 9 years of our existence.

WE ARE FLEXIBLE: UHAI does not pre-determine funding areas; rather we are a responsive fund that supports current needs as articulated by our movements in their applications. We are not an issue-focussed funder.

WE ARE FEMINIST: UHAI is built on feminist values and we proactively recognise and prioritise the leadership of and support to marginalised communities within the larger movement of sexual and gender minorities. Hence, we exist to grow inclusive and intersectional movement building work.

OUR CORE VALUES

UHAI's work is guided by a set of core values that define our inviolable commitments and the principles and qualities that infuse our institutional practices and activities.



**SEXUAL AND GENDER DIVERSITY,
OUTRAGE, LOVE AND INCLUSION**



**RIGHTS, EQUALITY, AGENCY
SOCIAL JUSTICE, QUALITY, EXCELLENCE**

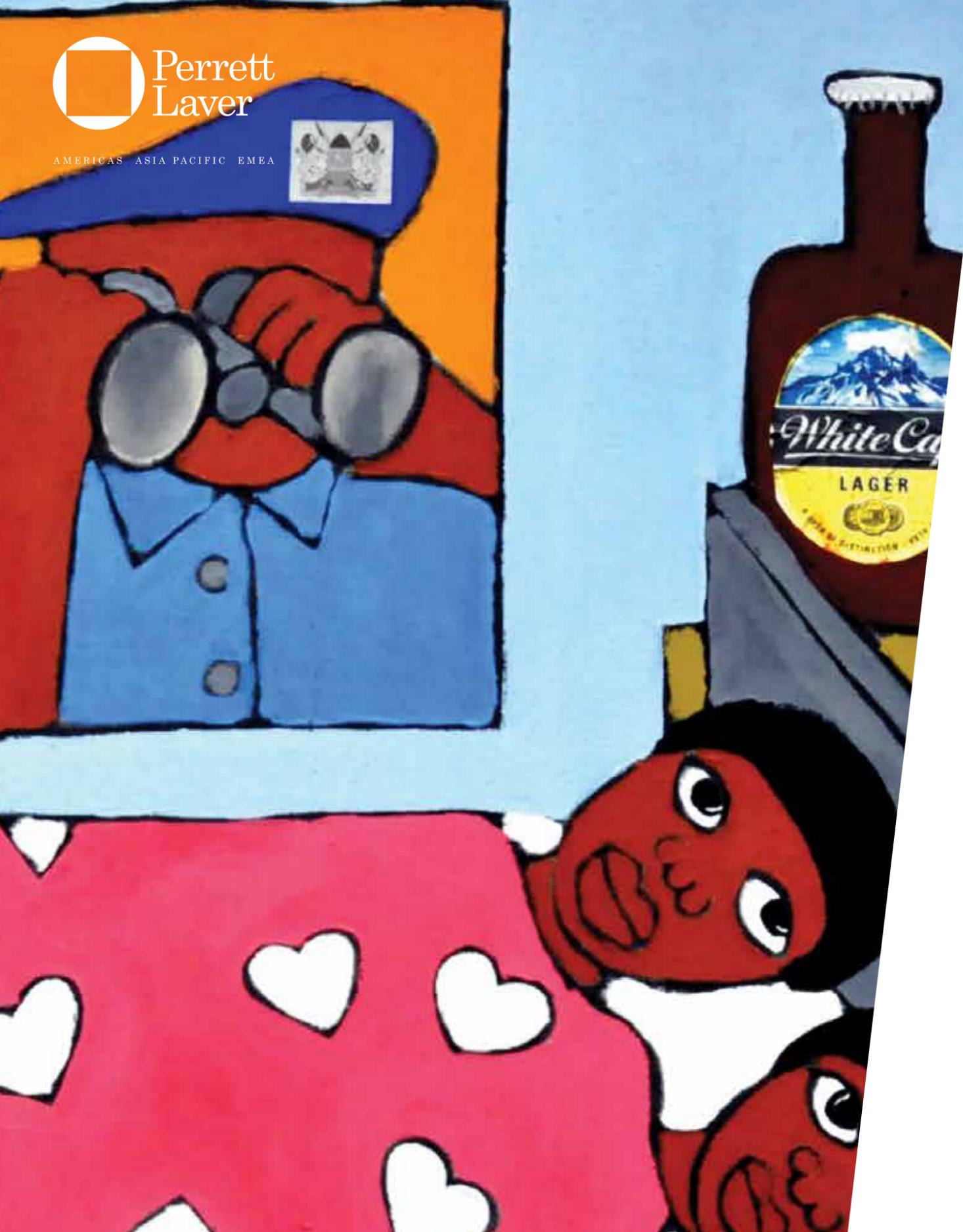


**HEALTH, SUPPORT, SOLIDARITY
ACCESSIBILITY, RADICAL THOUGHT**



**REFLECTION, RESPECT, COLLABORATION,
CREATIVITY, AUTHENTICITY, LISTENING AS
A POLITICAL ACT**





WHO WE ARE

GRANTMAKING

UHAI responds to the restrictive human rights environment that sexual and gender minorities and sex worker Eastern Africans live and work in by resourcing their organising so that they undertake responsive and proactive programming and advocacy to advance equality and dignity. Core to our theory of change, we are committed to intersectional movement building work, and so our grantmaking seeks to sustain and grow community organising with more and consistent funding.

As the first exclusively sexual and gender minorities and sex worker human rights fund led and managed by the communities she serves, UHAI has experienced tremendous growth over the last 9 years since our founding. We have made over 500 grants worth US\$ 8,000,000 to about 200 Eastern African sexual and gender minorities and sex worker organisations in 7 countries.



CAPACITY SUPPORT

Alongside grants, we provide partners support to build institutional and leadership capacities, and the effectiveness and sustainability of their organising and advocacy. Our Capacity Support programme focuses on peer learning models and direct grants (Uwezeshaji grants) that support self-determined learning agenda—from

attendance of strategic fellowships and professional development to Board development and strategic planning. We are providing and linking partners to peer learning and leading capacity development opportunities locally, and globally.

KNOWLEDGE, LEARNING AND CONVENING

UHAJ is committed to strengthening the knowledge, solidarity and influence of sexual and gender minorities and sex worker organising at local, regional, continental, and global levels, informed and supported by peer-driven research and dialogue. We develop and share knowledge on

organising in collaboration with our community partners, and we facilitate convening of Africa's largest convening of sexual and gender minorities and sex worker activists and donors, Changing Faces Changing Spaces (CFCS), every two years.

ABOUT THE ROLE

THE EXECUTIVE DIRECTOR

Reporting to the Board, the Executive Director will provide the inspirational leadership for UHAI EASHRI to achieve its objectives. Working closely with the Board and staff, the ED develops broad support for a well-articulated vision and strategy. The ED will serve as a key spokesperson across a broad range of stakeholders to ensure equality,

dignity and justice for sexual and gender minorities and sex workers. By leading a high-performing team and establishing key relationships, the ED will ensure this vision is translated into programmes and actions that clearly deliver year on year progress.

Main responsibilities and tasks

Strategic Leadership

- Develop and champion a clear strategic vision for UHAI EASHRI that drives programmes and operations and delivers progress towards the organisation's objectives.
- Translate the vision and strategy into annual plans with clear deliverables to be approved by the Board.
- Lead the UHAI EASHRI staff as a high performing team to meet objectives set out in plans and strategy adopted by the board.

Programme Excellence

- Develop, oversee and ensure the development and implementation of all UHAI EASHRI programmes based in the realities in the sector that clearly contribute to UHAI EASHRI's vision and mission.
- Establish and manage partnerships and collaborations with other actors in the sexual and gender minority rights movement in Eastern Africa and globally.
- Oversee the development and implementation of effective monitoring, reporting, review and evaluation systems.

Organisational Effectiveness and Management

- Ensure that operational plans, management structures, and training and development systems are appropriate to meet the organisation's objectives and enable staff to carry out their work effectively and efficiently.
- Recruit and retain high quality skilled staff and foster a spirit of high performance and teamwork among the UHAI EASHRI staff and within the UHAI EASHRI stakeholders.
- Support the effective functioning of the Board, any committees appointed by the Board and staff in support of UHAI EASHRI's mandate, vision and strategy.

Resource and Financial Management

- Oversee and implement a resource mobilisation strategy that identifies funding sources for UHAI EASHRI's operating and programme budgets.
- Oversee the preparation and control of annual financial budgets which reflect the agreed programme and operational priorities as approved by the board.

Representation and communication

- Represent UHAI EASHRI at international and key national fora and institutions, ensuring that UHAI EASHRI is understood and respected.
- Create a communication strategy for that effectively positions UHAI EASHRI as a leading funder of the sexual and gender minorities' movement in Eastern Africa.

ABOUT YOU

THE EXECUTIVE DIRECTOR

As our Executive Director, you will be an inspiring and dynamic leader, embodying feminist values of inclusivity, intersectionality and relationship building. Additionally, you will bring a deep commitment to activism, equality, dignity and justice for sexual and gender minorities and sex workers across Africa.

Candidates are required to demonstrate skills and experience against the majority of the following areas:

- Visionary leadership with the ability to ensure UHAI stays ahead of the curve;
- A minimum of 10 years professional experience, with 7 years at senior management level in a human rights setting;
- A demonstrable commitment and alignment to UHAI EASHRI's values, the activism and empowerment of sexual and gender minorities and sex workers; and the ability to embody revolutionary love;
- Demonstrable competence in UHAI's programmatic work including grant-making, knowledge management, movement-building and convening;
- Networked with sexual and gender minorities and sex worker organisations, activists, human rights organisations, donors and international agencies.
- A proven track record of resource mobilization and the ability to drive a diverse and sustainable fundraising strategy for UHAI;

ABOUT YOU

- Proven experience in building organisational capacity, systems, processes and governance;
- Strategic leadership experience at a senior level involving the facilitation, design and implementation of strategic planning cycles;
- An inspiring, motivational and coaching management style with the proven ability to lead and empower a high-performing team;
- High financial literacy with the ability to oversee annual budget cycles;
- Compelling and authentic external speaking skills with the ability to communicate with local and international audiences;
- In addition to fluency in English, French and/or Kiswahili is desirable
- Eastern African national or resident are preferred. Other candidates with a demonstrable track record and networks in the Eastern African region may also be considered.
- A university degree in a related field is essential; post-graduate qualifications are desirable.



A stylized illustration of two men shaking hands. The man on the left has a red face, is wearing a blue uniform with a beret, and has a surprised expression. The man on the right has a red face, a black beard, and is wearing a pink shirt. They are shaking hands in front of a red vertical bar.

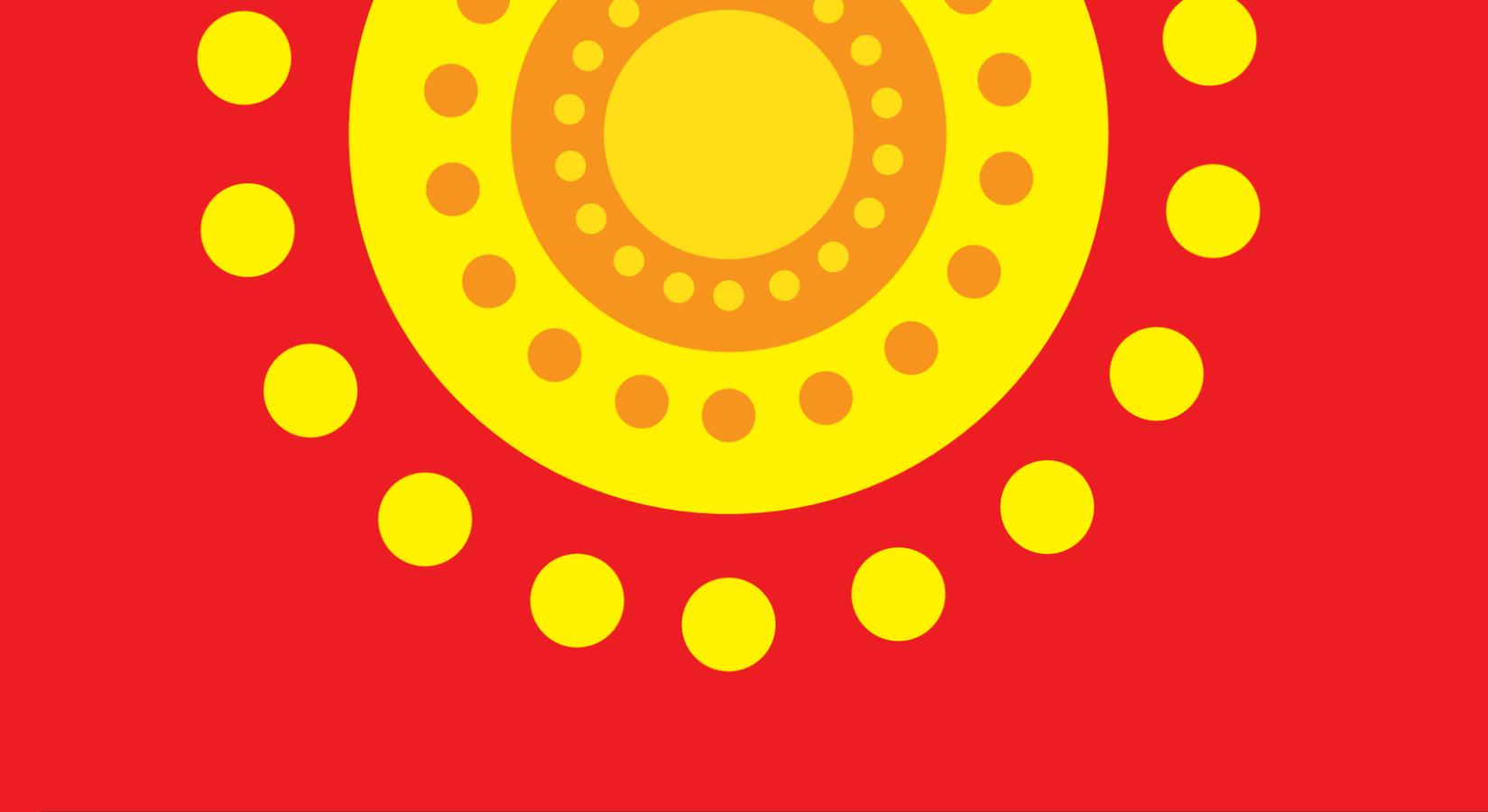
HOW TO APPLY

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. To apply please upload a full curriculum vitae (detailing the nature, scope and scale of responsibilities held) alongside a covering letter of application detailing relevant skills and experience to <https://candidates.perrettlaver.com/vacancies/> quoting reference **3725**.

The deadline for applications is 6pm EAT Wednesday 12th September 2018.

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail in September. The selection committee will subsequently meet in late September to decide upon a final shortlist to be invited to the formal interview stage. The formal interviews will take place in October.

The position will be based in Nairobi, Kenya. The compensation for the role is competitive.



KIPENDACHO MOYO NI DAWA



AMERICAS ASIA PACIFIC EMEA

