



OUTRIGHT
ACTION INTERNATIONAL

Director of Global Advocacy

OutRight Action International is seeking a visionary leader who is passionate about the fulfillment of the rights of LGBTI persons. The **Director of Global Advocacy** is highly experienced in advocating for people's rights and is sensitive to diverse cultural contexts. S/he is a self-starter and a skilled operational and people manager.

The position is located in New York City with extensive travel overseas. Reporting directly to the Executive Director, the **Director of Global Advocacy** will manage and build on, high-performing programs through close collaboration with colleagues and partners across OutRight Action International's priority countries.

About OutRight Action International:

Every day, LGBTI people's human rights and dignity are abused worldwide in ways that shock the conscience. The stories of their struggles and their courageous resilience are astounding, yet remain largely unknown—or willfully ignored—by those with the power to make change. Activists stand up for their rights and put themselves at great danger around the world. We bring visibility to their struggles and expose the discrimination and violence they face. We believe that without a groundswell of pressure, particularly from countries where LGBTI equality has progressed, these attacks on individuals' fundamental dignity will continue unabated.

Founded in 1990, OutRight Action International (OutRight) is guided by the values of collaboration, depth and feminism. OutRight strives to support lesbian, gay, bisexual, transgender and intersex (LGBTI) people to live safer, healthier, and more empowered lives worldwide. OutRight's vision of change includes policy reform, legal challenges, coalition initiatives, and stronger LGBTI communities worldwide.

About the Position:

The **Director of Global Advocacy** is responsible for developing the vision for their area and supporting their team to implement this vision. It is expected that they will conceptualize innovative programs that deliver real results for LGBTI people in OutRight's priority countries. The Director will also manage the timely and effective implementation of programs and will have direct supervision of 6 team members, situated in the Middle East, Europe, Asia, Africa, the US and South America.

Established in 1990
ECOSOC Accredited

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Human Rights for LGBTIQ People Everywhere

Goals and Responsibilities:

Provide program vision and be a thought leader for the organization at the senior level (35%):

- Conceptualize, implement and supervise OutRight's programs to document LGBTI rights violations and seize advocacy opportunities, in conjunction with staff and external partners.
- Provide leadership direction on program department written products such as draft reports, position papers and media briefs.
- Liaise with Executive, Communications, Development and Administration to ensure programmatic vision is embedded across the organization.
- Serve as a key organizational spokesperson and member of senior management team.

Provide program leadership to ensure timely implementation of activities (30%):

- Track progress toward programmatic goals and recalibrate OutRight initiatives as needed (utilizing monitoring and evaluation on an on-going basis).
- Manage and support regional and UN program coordinators and other staff or volunteers as needed. OutRight's regional program coordinators are all from the regions where they work and currently only one of them is based in the NY office.

Develop diverse partnerships to further advocacy goals (35%):

- Maintain relationships with diverse existing and potential allies, including: LGBTI and mainstream civil society, governments, international and regional human rights institutions, media, faith leaders, and the general public. Where applicable, serve as a communications bridge across stakeholders.
- Develop existing and new relationships with key donors of LGBTI programs including institutional, multi-lateral and private organizations and individuals. Provide important intel to support the organization to respond to new funding opportunities.

Qualifications, Experience and Skills: The ideal candidate will be a graduate in human rights, international relations, journalism, law, or a related field. An experienced spokesperson on LGBTI human rights issues, they will have a track record of producing credible and accessible human rights reports, policy papers and donor reports. Ideally, the successful candidate will have at least five years of experience working to influence LGBTI human rights or a related area.

Advocacy and thought leadership:

- Senior level advocacy experience and knowledge of policymaking.
- Ability to explain complex issues and positions to governmental and intergovernmental bodies as well as to media.
- Written and oral fluency in English required
- Proficiency in another language than English is strongly desired.
- Strong cross-cultural communications skills.

External relations:

- A track record with the media, including experience with media interviews and cultivating and maintaining relationships with key journalists.
- Experience of working with international donors and knowledge of their funding criteria, and procedures for proper project management and reporting.

Management:

- Capacity to plan and prioritize multiple, sometimes competing demands in fast-paced environment.
- Ability to work at the senior level and participate in decision-making outside of own competencies.
- Ability to work independently, and on a team, on multiple tasks.
- Management experience and experience of managing people remotely.
- Strong training, negotiation, and facilitation skills.

Personal:

- Commitment to the on-going study of the political change, cultural norms and movement building.
- Commitment to the pursuit of liberation from persecution based on sexual orientation and/or gender identity or expression within the broader context of a desire to eliminate all intersecting forms of oppression.
- Willingness and ability to travel extensively.
- Willingness to work in New York City and, if necessary, to apply for and qualify for a US Visa.

Compensation:

Competitive salary based on experience and includes a generous benefits package.

Applications: Outright International has retained the services of BroderickHaight Consulting for this search. Interested candidates should e-mail a cover letter explaining how your skills and background fit this position, a resume/CV, and a writing sample to:

Recruitment@broderickhaightconsulting.com

Please refer to “Director of Global Advocacy” in the subject line.

APPLICATION DEADLINE: March 15th, 2017

OutRight is an equal opportunity/affirmative action employer. People of color, transgender/gender-variant individuals, and individuals originally from the Global South are strongly encouraged to apply. Only qualified candidates will be contacted. Please do not call.