Sexual Violence Technical Advisor

Organization Profile

If you are entrepreneurial, eager to build and lead an organization poised for massive impact and determined to end the global rape epidemic through innovative solutions, keep reading. No Means No Worldwide (NMNW) is an internationally acclaimed training academy for sexual violence prevention and recovery for women and children. Our goal is to end sexual violence against women and children around the world. We train local young men and women from high risk communities to deliver IMpower, our dual-gender sexual violence intervention system that teaches girls to set boundaries, stand up and defend themselves and boys to challenge rape culture, ask for consent and intervene in attack.

Multiple research studies have found that IMpower drops rape incidence by 47% among female participants. This evidence has led to endorsements from the World Health Organization, the CDC, UNICEF and the Global Partnership to End Violence Against Children. NMNW is in a period of significant growth, excited to be taking steps to scale the program on a global level.

Position Summary

The Sexual Violence Technical Advisor will be responsible for leading the technical components of NMNW’s work, particularly in the areas of program design, curriculum, training, research, and knowledge dissemination. This includes providing guidance to staff at all levels, managing updates and revisions to curriculum and training materials, and overseeing staff and external partners that conduct research on NMNW programs.

The Sexual Violence Technical Advisor will play a key role on NMNW’s senior management team and serve as a leading external voice for the organization. S/he will have extensive knowledge and experience in the intersecting fields of gender, sexual violence, HIV/AIDS, youth development, behavioral health and primary prevention, as well as a thorough understanding of NMNW’s technical approach and its contribution toward these social challenges.

This is a full-time position based in Africa or in the United States. This position could be based out of NMNW’s US office (Washington, DC), or we are open to the right candidate working remotely. This position will report to the Director of Programs.

Primary Responsibilities

Curriculum and Training

- Manage all IMpower curriculum and training materials to ensure messaging is relevant, clear, culturally appropriate, and in line with latest research
- Support the analysis and review of pedagogical approaches and training methodologies to ensure that NMNW aligns with best practice and explores innovative approaches to teaching and learning
● Manage and oversee the work of external consultants/designers/editors to ensure that curriculum materials are well-structured and technically sound
● Establish processes to monitor and evaluate results of IMpower trainings to determine effectiveness and identify areas for improvement

Program Quality and Strategy Design
● Ensure that program strategies and plans align with organizational priorities, theory of change, and desired outcomes (implementation science)
● Advise on technical strategy/approach of partnership and program plans to ensure integration of appropriate research, monitoring & evaluation, technical review and training
● Liaise closely with M&E Manager to review and analyze all monitoring, evaluation, and research conducted on NMNW programs and partnerships to inform technical updates and improvements

Knowledge Management & Dissemination
● Continuously review relevant internal and external research to inform best practice and improvements to program quality and/or efficiency
● Manage process for sharing information internally through regular communication with and ongoing training for staff members
● Presentation of research and learning for key stakeholders at conferences, workshops, and within key working groups
● Support the written dissemination and publication of NMNW research findings through articles in journals, media coverage, conferences, technical working groups, etc

Management and Oversight of Research
● Work with external research partners to design research plans, protocols, and tools that are ethical, valid, and useful for NMNW and the broader field of sexual violence prevention
● Ensure that NMNW utilizes a wide range of cutting edge tools and techniques to gather and analyze relevant data. This includes a mix of qualitative and quantitative data sources and use of technology for data collection, management, and analysis.
● Develop and manage a list of strategic research questions that will help NMNW continue to learn and improve its work
● Provide high level support and mentorship for NMNW technical staff that work in the areas of monitoring and evaluation and research (M&E Mgr. / Port Elizabeth Research Coordinator)

Qualifications
● A minimum of 5 years of professional experience in International Development and Public Health with significant experience in curriculum and training as well as research, M&E, program design and delivery
● Advanced degree and/or proven expertise in a relevant discipline (public health, gender studies, international development, etc.)
Prior experience with direct management and supervision of staff ideal

A proven ability to develop and apply research, monitoring and evaluation to determine program results and monitor impact within an international organization

Superior writing skills, particularly in the areas of technical writing for publication and research presentation

Excellent verbal communication and relational skills, especially in a cross-cultural environment

Strong interpersonal, analytical, and problem-solving skills for managing programs across various countries and staff / volunteers / partners from various cultures

Ability to work in a fast-paced environment with tight deadlines, effectively managing multiple priorities

Ability to work under pressure and with minimum supervision, be a self-starter, team builder, innovative and demonstrate capacity for maintaining high professional standards

Ability to travel extensively with a limited budget, including navigating challenging environments and schedules

Patience and perseverance in understanding and explaining issues with field staff and partner organizations

Passionate about ending sexual violence against women and children and an enthusiastic commitment to NMNW’s history and mission

**Cultural Fit**

In order to thrive at NMNW, a candidate must:

- Excel in an entrepreneurial, rapidly-growing and independent environment with minimal supervision
- Understand and have the ability to navigate the growing pains of a rapidly growing, non-profit organization
- Be able to work productively in a fast-paced environment with tight deadlines, effectively managing multiple priorities at once
- Be an energetic self-starter, team builder and innovator
- Eagerly jump on opportunities to exceed expectations and solve new challenges autonomously
- Exhibit commitment to personal professional development, developing new skills whenever necessary

**Application Instructions**

- Send your resume and a cover letter by February 15, 2020 to careers@nmnw.org with the subject line “Sexual Violence Technical Advisor.”
- In your cover letter, please explain what interests you about this position and why you think you would be a good fit for it. Please also indicate where you found the job description (Google, LinkedIn, etc.).
- Note that we will be conducting rolling interviews as we are looking to hire the right candidate as soon as possible.