Female IMsafer Fellow

**Organization Profile**

No Means No Worldwide (NMNW) is an internationally acclaimed training academy for sexual violence prevention and recovery. Our goal is to end sexual violence against women and children around the world. We train local young women and men from high risk communities to deliver IMpower and IMsafer, our dual-gender sexual violence intervention systems that teach girls to set boundaries, stand up and defend themselves and boys to challenge rape culture, ask for consent and intervene in attack.

Stanford University researchers have found that IMpower drops rape rates by 47%, which 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.

Candidates in the countries of Ethiopia, Uganda, Zimbabwe, Zambia, Nigeria, Tanzania, Namibia, Lesotho, Botswana, South Africa and Malawi are highly encouraged to apply. We recognize that our people are our strength and the diverse talents they bring to our global workforce are directly linked to our success. We are an equal opportunity employer and place a high value on diversity and inclusion at our company. We do not discriminate on the basis of any protected attribute, including race, religion, color, national origin, gender, sexual orientation, gender identity, gender expression, age, marital or veteran status, pregnancy or disability, or any other basis protected under applicable law. In accordance with applicable law, we make reasonable accommodations for applicants’ and employees’ religious practices and beliefs, as well as any mental health or physical disability needs.

**Position Summary**

Female IMsafer Fellows will be given the opportunity to spend three months intensively learning and mastering the ability to train instructors in NMNW’s “IMsafer” program for girls ages 10-20. IMsafer is NMNW’s newest evidence-informed sexual violence prevention program, rooted in Empowerment Self Defense, and developed particularly for use during the COVID-19 pandemic. The curriculum is adapted from NMNW’s IMpower program, which imparts mental, verbal and physical skills as well as feminist philosophy and human rights issues.

Due to COVID-19 safety issues and limitations, Fellows will go through intensive virtual IMsafer training via online learning platforms. This may change in the future, but this role must be able to learn and work remotely and online. IMsafer Fellows will shadow NMNW’s Training & Program Coordinators as they lead multi-week, online/remote, trainings for local instructors of IMsafer in various countries, primarily in Africa. Candidates based in Africa are highly encouraged to apply as work hours will be best aligned with the training times.

Following the successful completion of the 3 month Fellowship, Fellows who earn certification may then be recruited to join the team as a full-time IMsafer Assistant Trainer. Assistant Trainers are responsible for training new female IMsafer Instructors in countries around the world with high rates of sexual violence.
This is a remote-based, service contract with significant potential for long-term engagement with the organization. It is a bona fide business need for these positions to be filled by women, as they are training young women and girls on the sensitive topics of sexual violence prevention and care.

This is a full-time paid Fellowship, with a monthly stipend to allow Fellows to focus fully on the training experience.

Responsibilities of Fellow

- Actively participate in virtual IMsafer trainings
- Master the IMsafer curriculum and implementation model, and NMNW’s approach to violence prevention for youth
- Contribute to creating and/or adapting context-specific curriculum as needed
- Contribute to improving and enhancing IMsafer programming through regular data collection and feedback loops
- Demonstrate mastery of understanding IMsafer skills and concepts
- Demonstrate ability to effectively teach IMsafer and ESD self-defense techniques to others

Fellow Requirements

- Experience facilitating educational trainings or workshops for youth and/or adults
- Experience in programs related to gender-based violence, sexual violence prevention, sexual reproductive health, youth education, and/or HIV/AIDS prevention
- Excellent spoken and written English communication skills. Additional language skills are highly desired.
- Strong interpersonal, analytical, and problem-solving skills
- Ability to work under pressure, be a self-starter, team builder, innovative and demonstrate the capacity for maintaining high professional standards
- Commitment to feminist values and human rights

Physical Requirements: Must be fit and in good overall health. This position requires physical fighting skills, such as holding up mitts and shields to practice strikes/kicks, doing full-force interactions with trainees (not anticipated during the COVID-adapted programming).

Cultural Fit

In order to thrive at NMNW, a candidate must:

- Excel in an entrepreneurial, rapidly-growing and independent environment
- Be able to work productively in a fast-paced environment with tight deadlines, effectively managing multiple priorities at once
- Ability to work on a flexible schedule to accommodate multiple time zone differences, with the core hours of 8 am – 4 pm (Eastern Standard Time or South Africa Standard Time) available each work day.
- Eagerly jump on opportunities to exceed expectations and solve new challenges
• Contribute to NMNW’s positive, “Attitude of Gratitude” team culture by embracing every opportunity to learn and experience new things
• If going through hard-core empowerment self defense and intervention training and teaching women, children and young adults how to prevent sexual assault appeals to you... then you just might be our brand of crazy!

**Application Instructions**

• Send your resume and cover letter by September 7th to careers@nmnw.org with the subject line “Female IMsafer Fellow”.
• In your cover letter, please explain what interests you about this Fellowship and why you think you would be a good fit for it. Please also indicate where you found the job description.
• Please note we will conduct rolling interviews beginning immediately, and the position will start on October 1, 2020.