Global Empowerment Self Defense Specialist

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.

Position Summary
The Global Empowerment Self Defense (ESD) Specialist will be responsible for ensuring that NMNW’s curriculum and training materials and approach are aligned with global Empowerment Self Defense best practices. They will ensure that all NMNW materials are well-structured, technically sound and aligned with ESD fundamentals. They will also be responsible for providing on-going ESD training and upskilling for NMNW’s Trainers to ensure our facilitators have the necessary technical skills to do their jobs effectively. The Global ESD Specialist will manage NMNW’s engagement and participation within the global ESD community, while also cultivating a learning network of IMpower/IMsafer practitioners in order to advance the ESD approach to preventing sexual violence worldwide.

They will have extensive knowledge and experience in the intersecting fields of gender, sexual violence, youth development and behavioral health, as well as a thorough understanding of NMNW’s technical approach and its contribution toward these social issues. The ESD Specialist will play a key role on NMNW’s senior management team and serve as the organization’s Empowerment Self Defense expert.

This is a remote-based, full-time position, ideally based in Africa or in the United States. This position will report to the Director of Programs, working closely with the Sexual Violence Technical Advisor, the Curriculum & Training Advisor, and other team members.

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.
Primary Responsibilities

- Manage NMNW’s ESD-focused training materials and ensure they are well-structured, technically sound and aligned with ESD best practices
- Help further define NMNW’s internal and external training cascade and certification processes, including development of assessment benchmarks
- Contribute to the design and enhancement of all NMNW curriculum materials, ensuring that ESD content is presented accurately and effectively
- Provide onboarding and continued in-service training for NMNW team members on ESD skills to ensure facilitators are technically sound
- Support the delivery of NMNW’s Instructor training workshops as necessary to ensure fidelity to the NMNW model
- Develop customized ESD refresher training content for use internally with NMNW team members, and externally with IP staff / Instructors
- Contribute to the assessment of NMNW training workshops to determine effectiveness and identify areas for improvement
- Build and maintain professional networks within the ESD field and ensure that NMNW is contributing to and learning from other organizations
- Cultivate a network of ESD expert advisors who can provide technical input and guidance
- Establish NMNW as a global violence prevention pioneer within the ESD community
- Develop and lead a global network of IMpower implementing partners, and cultivate a learning network of practitioners using the ESD approach to preventing sexual violence

Qualifications

- At least 5+ years of experience in the Empowerment Self Defense (ESD) approach to violence prevention required
- Ability to effectively model and teach ESD self-defense techniques, and/or certification as an Empowerment Self Defense Instructor
- Significant experience teaching ESD violence prevention programming to youth and/or adults required
- Strong facilitation skills and ability to successfully lead group learning workshops, especially through a learned-centered approach
- Knowledgeable about the issues survivors of violence face, and proven track record of employing trauma-informed facilitation techniques
- Experience in curriculum and training content design and adaptation for different audiences
- Excellent verbal communication and relational skills, especially in a cross-cultural environment
- Ability to give supportive and effective feedback to team members and workshop students
- Strong interpersonal, analytical, and problem-solving skills for working effectively across various countries and cultures
- Passionate about ending sexual violence against women and children, promoting ESD as an effective and scalable approach to prevention, and an enthusiastic commitment to NMNW’s mission
- Experience in global health and international development work strongly preferred
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 evolving, 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
● Contribute to NMNW’s positive, “Attitude of Gratitude” team culture by embracing every opportunity to learn and experience new things

Application Instructions

● Send your resume and a cover letter by September 21, 2020 to careers@nmnw.org with the subject line “Global ESD Specialist.”
● 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.
● Note that we will be conducting rolling interviews as we are looking to hire the right candidate as soon as possible.