

Calling all feminist facilitators!

We Are Feminist Leaders is looking for a part-time, freelance feminist facilitator to support us in our online leadership programme (which is currently delivered in English). This person will be responsible for co-facilitation of our online feminist leadership programme for emerging leaders, beginning in 2023.

[We Are Feminist Leaders](#) is a small initiative that supports individuals and organisations to embed feminist leadership principles into the ways in which they live and work. We are a small, friendly team and are excited to welcome someone new into our fold! We work very collaboratively, with feminist principles at the heart of our ways of working. **We are particularly keen to welcome a Facilitator from a global majority country.**

Location:

This is a remote position.

Hours and daily rate:

10 days work from June to December 2023 including training and induction time. Daily rate: £450.

Responsibilities for the role include:

- Co-facilitation of six live sessions in our online feminist leadership programme
- Participation in (paid) training and induction activities to ensure comfort and familiarity with We Are Feminist Leaders' approach to learning and programme content
- Short touch points with your co-facilitator to prepare for each live session
- Analysing post-session participant feedback and, together with your co-facilitator, making programme adjustments
- Working collaboratively with your co-facilitator to continue to ensure the programme content and ways of training are intersectional and meeting participant needs
- Supporting participants through the programme through regular communication via email and Signal
- Setting up peer groups for programme participants

We look forward to the role holder bringing their ideas to the needs of the role too - these are the main responsibilities but may not completely outline every task the role holder will be asked to support. As this role will be one of the first we hire, we are looking for someone excited to contribute to a growing organisation and to work with us to develop what building a feminist team looks like.

Candidate Profile

We recognize that each applicant for this role will bring unique skills, knowledge,

experiences, and background to this position, lending their own flair to our collective work. We welcome diverse experiences and perspectives, and will be looking for candidates who possess many, but not necessarily all, of the following skills and experience. Please note that we value voluntary experience, experience in activist spaces and do not require advanced degrees.

- Experience of facilitation and training in feminist spaces/organisations
- Understanding of feminist approaches to learning/feminist pedagogies (though please note you do not need to be an expert in this – we will support the role holder via some paid training and support)
- A good understanding of feminist leadership – what it is, what it looks like and what are some of the key challenges and tensions involved in this type of leadership approach
- Experience of online training methods and familiarity with Zoom
- Passion for working with emerging leaders and encouraging them on their learning journeys
- Knowledge of international development/humanitarian approaches to gender (many, though not all, of our programme participants are from this sector)
- Enjoys working collaboratively and able to share power in the training space – this is a co-facilitation role.

In addition, we are looking for candidates who meet the following key competencies, which we seek in all those who work with We Are Feminist Leaders:

- An interest in and commitment to feminism and feminist leadership - including a desire to keep developing as a feminist leader
- Commitment to the values and principles of intersectional feminism
- Desire to contribute to a vision of more just, feminist workplaces in which everyone can show up fully and thrive
- High levels of self motivation and initiative
- Clear and compassionate communication skills.

Number of days work and payment

We anticipate the time investment for one cohort of online participants will be approximately 8 days, including preparation time and time spent in between communicating with participants and your co-facilitator. We also offer up to 2 days training and induction – which we will pay you for. We run several cohorts of training a year, and we hope to be able to offer this facilitator co-facilitation work on future cohorts in 2024.

We offer a day rate of £450 GBP on a freelance, self-employed basis. In recognition of the importance of self-care, every freelance member of the We Are Feminist Leaders team will receive a quarterly self-care allowance.

Preferred start date:

We would like to start supporting a new facilitator to familiarise themselves with our training materials from June or July 2023. We Are Feminist Leaders takes a break in August 2023 and then the online programme will begin in September 2023.

Application process

Please send us a CV and respond to the following questions in whatever format you prefer. For example you can send us a short written, video or even voice note response to the following:

- 1) How as a trainer might you apply a feminist approach to learning in an online space?
- 2) Our participants are emerging leaders, mostly working for a wide range of non-profits around the world. What kinds of challenges do you think they face when it comes to applying feminist leadership principles inside their organisations?
- 3) Please outline how your skills and experience meet those in the candidate profile.

Send your application to hello@wearefeministleaders.com, clearly indicating the role for which you are applying in the email subject line.

Recruitment process

The deadline for applications is **Friday 19th May 2023**. An informal information session will be held on **Thursday 4th May 2023 at 1pm UK time / 3pm EAT / 5.30pm Delhi** ([sign up here](#)), during which anyone interested in the role is invited to hear more about our work at We Are Feminist Leaders, what this role will involve, and ask any questions. Shortlisted candidates will be invited to interview on either **24 or 25 May 2023**. All interview questions will be shared in advance and you will be asked to demonstrate your facilitation skills online by doing a short facilitation exercise. All shortlisted candidates will receive a nominal fee of £30 to thank them for their time spent in the interview process. All shortlisted candidates will receive feedback from us alongside the outcome of their application and we will also provide an opportunity for candidates to share what worked and didn't work about our recruitment process from their perspective.