

الشبكة العالمية  
للحقوق الاقتصادية  
والاجتماعية والثقافية



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**JOB ANNOUNCEMENT:  
ESCR-NET PROGRAM COORDINATOR  
WOMEN AND ESCR WORKING GROUP**

ESCR-Net - International Network for Economic, Social and Cultural Rights (ESCR-Net) is seeking a Program Coordinator to facilitate its Women and ESCR Working Group.

ESCR-Net connects over 280 NGOs, social movements and advocates across more than 75 countries to build a global movement to make human rights and social justice a reality for all. Through ESCR-Net, members exchange information, build solidarity across regions, develop new tools and strategies, and advance collective actions to secure economic and social justice through the human rights framework, with a special focus on economic, social and cultural rights (ESCR). The member-led, collective work of ESCR-Net is guided by core principles of gender and regional balance in leadership and participation, intersectional analysis, and centrality of grassroots groups and social movements.

ESCR-Net is looking for a new member of our program team, with **primary responsibility for coordinating [ESCR-Net's Women and ESCR Working Group](#)**, as well as supporting related cross-working group and networkwide actions. This working group offers a platform for members to deepen shared systemic analysis, build solidarity and unity across struggles, and undertake collective action to advance **substantive equality and the realization of women's ESCR, drawing on an intersectional analysis and grounded in the experiences and visions of grassroots women leaders**. The Working Group is advocating for a new social pact on care, as well as advancing wider advocacy related to women and work, including an active role in the Women's Global Strike (every 8 March). In addition, the Working Group has a long trajectory of collective work on land, housing and environment, facilitating regular exchanges of grassroots women leaders, related movement-led advocacy in global spaces (i.e. for a UN Committee on ESCR General Comment on Land and for a UN treaty on human rights and business), and a recent online strategic litigation workshop; in the second half of this year, members envision convening to assess and discuss next steps in this work. In the near future, the Working Group will co-publish a report on issues facing women human rights defenders in order to further strengthen our System of Solidarity and shape ongoing exchanges between defenders. Evolving priorities of this and other working groups are determined with members via annual planning and evaluation processes. The Women and ESCR Working Group involves approximately 80 organizational members across all regions, including some 20 social movements, and several individual members, and is guided by a steering committee of nine elected members, including a minimum of three movement leaders and representation from each region. For a complete overview of ESCR-Net's work, please visit our website at [www.escr-net.org](http://www.escr-net.org).

### **Specific Responsibilities:**

- Coordinate and strategically develop the projects and future advocacy of the Women and ESCR Working Group and support Network-wide collaborations. Guided by members and in partnership with other secretariat team members, the Program Coordinator will have primary responsibility for:
  - Regular coordination and communication with Working Group members to advance projects and activities, and relevant communication with other members and allies;
  - Organization and facilitation of online and in-person workshops and strategy meetings, creating spaces for member-led analysis, planning and evaluation; and
  - Staying informed about key developments and supporting identification of/guiding strategic opportunities for collective action by the Working Group and across working groups.
- Facilitate a diverse and member-driven Working Group in line with ESCR-Net's core principles, including outreach to ensure regional balance, intersectional analysis and the centrality of social movements in working group membership, active engagement and governance structures, as well as supporting membership recruitment in collaboration with the secretariat's membership team.
- Facilitate the development of Working Group advocacy interventions, campaign tools, collaborative research and other resources, as well as maintaining the Working Group website, in collaboration with the secretariat's communications team.
- Build and maintain strategic alliances, i.e. with environmental groups, unions and/or academics, within the UN and regional human rights systems, etc.
- As the current COVID-19 pandemic allows, travel internationally and regularly in connection with the Working Group projects and activities, and represent ESCR-Net's work, mission and principles in a range of forums.
- Support fundraising activities, including drafting or reviewing proposals and reports and engaging with project funders, in collaboration with the secretariat's development team.
- Contribute to the effective work of the wider secretariat team, including via periodic facilitation of staff meetings, peer review of documents, input into evolving policies and practices within the secretariat, and/or support for staff transitions.
- Perform necessary budgetary, administrative and logistical tasks in collaboration with the secretariat's finance and events team.
- Recruit, orient and manage interns, fellows, and/or consultants as relevant.
- Engage constructively and consistently with other colleagues, based in multiple locations, and report to the Executive Director.

### **Qualifications:**

The ideal candidate is someone who has substantial experience in and knowledge of the field of human rights, with a focus on gender and ESCR, and a strong grounding in feminist political economy and related issues of economic, social and climate justice. The candidate should have strong interpersonal and coordination skills; work well in collaborative processes with diverse organizations; and be eager to engage with a wide range of issues.

Candidates should have the following qualifications (**required**):

- A minimum of five years of relevant experience and in-depth knowledge of ESCR and women's rights, with strong grounding in movement-based work;
- A relevant university degree, with a strong preference for work in gender studies, international human rights, political economy and/or related social sciences;
- Experience applying a feminist intersectional analysis, attentive to overlapping issues of exploitation and oppression;
- Substantial knowledge of and advocacy experience related to one of the key issue areas of the working group, particularly care and work or housing, land and natural resources, and strong general knowledge of global economic, political and environmental issues;
- Strong knowledge of international human rights law and mechanisms, and an understanding of the application of human rights law in domestic systems;
- Experience working with member-led networks or coalitions, good political judgment, and strong facilitation skills to constructively engage with diverse movements, NGOs and other actors and strategically coordinate collective action to advance human rights;
- Experience in project management, including the design and implementation of collaborative strategy meetings, campaigns, and/or workshops;
- Ability to represent ESCR-Net and liaise with people at all levels, including effective public speaking skills and clear written communication;
- Ability to quickly grasp new issues through research and in dialogue with members;
- Ability to work effectively and collaboratively in a diverse secretariat with remote colleagues working in multiple time-zones;
- Fluency in oral and written English; and proficiency, both oral and written, in Spanish, Arabic and/or French.

In addition to the qualifications noted above, the following skills and experiences are **highly desirable**:

- Experience organizing, facilitating political education and/or campaigning for women's rights, ESCR or related social justice issues, as part of or in close partnership with social movements, Indigenous Peoples groups and/or other grassroots groups;
- Substantial experience at the intersection of women's rights and corporate accountability, economic policy or climate justice;
- Strategic communications and media engagement experience;
- Community-led research experience;
- Experience engaging with UN and/or other intergovernmental bodies or using the human rights framework in litigation;
- Experience living and working in multiple regions; and
- Experience with fundraising.

### **Compensation and Location**

This position is a full-time, exempt position with benefits, including medical coverage and vacation and paid leave. Starting salary will be discussed during first interviews, as it is calculated using a cost-of-living index. The primary location of the ESCR-Net secretariat is in New York City, where this position would ideally be located; however, in certain circumstances, we will consider a remote working arrangement.

**Start Date**

As soon as possible, and ideally by 11 July.

**Inclusive Hiring and Workplace**

ESCR-Net is committed to inclusive hiring practices and strives for a secretariat staff that represents the diversity of its members. ESCR-Net is an equal opportunity employer. We strongly encourage and seek applications from women, persons with disabilities and people of color, including bilingual and bicultural individuals, as well as members of lesbian, gay, bisexual, transgender, queer, or intersex communities. Applicants shall not be discriminated against on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, ethnicity, gender identity, medical condition (cancer-related), the conditions Acquired Immune Deficiency Syndrome (AIDS) and AIDS Related Conditions or any other characteristic protected by applicable federal, state or local laws. Reasonable accommodation will be made so that qualified persons with disabilities may participate in the application process. Please advise in writing of special needs at the time of application.

**To Apply**

Please send a curriculum vitae, a letter of interest and contact information for 3 references to ESCR-Net by email to [apply@escr-net.org](mailto:apply@escr-net.org), using “Women and ESCR Working Group Search” and your initials, as the subject of your email. We encourage interested candidates to apply as early as possible as applications will be reviewed on a rolling basis, beginning **16 May 2022**. Only short-listed candidates will be contacted. Thank you for your understanding during this process.