



---

Advancing Women's Land and Resource Rights

## **We're hiring: Women and Land Specialist & Non-Profit Manager**

Resource Equity is a small but mighty not-for-profit (registered in the U.S.) with a mission to advance women's rights to land and natural resources around the world. We offer a truly flexible working environment that is supportive of work-life balance, and the chance to work with a team and partners who are leading experts on women's land and property rights (and who also happen to be all round great people to work with).

We're looking for a someone who, like us, cares about the issues, can do the work, and has an entrepreneurial mindset.

You'll be a dynamic, committed, self-starter who is a great communicator, and who is a natural at building genuine relationships. You'll join the team and do the technical work - or be willing to spend the time (and have the humility) to learn it if you must – and want to grow into a leadership role at Resource Equity from an operational perspective. You'll be passionate about investing time and effort into keeping Resource Equity sustainable and impactful. You must be comfortable with working in a distributed office environment (we're all over the globe) and be just as effective in online interactions as with face-to-face interactions.

### **Job Summary**

**Technical/Substantive.** Within a variety of country contexts, you'll provide policy, analytical and program implementation technical support on women's land rights, including marital property and inheritance, agricultural and forest land tenure security and governance, land rights formalization, land administration and management, private-sector investments in land, extractives, and resolution of land and related disputes, among other things. Substantively our work makes critical links between women's land rights and human rights, economic justice, gender-based violence, health, food security, agricultural productivity, natural resource governance, and climate change.

**Non-profit operations/business development.** As non-profit manager, you'll help create and drive our business development, programmatic, and operational strategies. Working with the Executive Director, you'll take on responsibility for managing staff, technical contractors, finance, HR, fundraising, and communications functions. We're willing and able to help someone grow into this position if they have the right energy and passion for it.

This position is remote, with the strong likelihood of international and domestic travel (when travel restrictions are eased) of up to 60 days a year.

**Essential Job Functions:**

- Performs legal framework analysis, applied research, and synthesis of topics and issues related to women and land.
- Undertakes and, where appropriate for the level of experience, supervises fieldwork (e.g., rapid rural appraisal, key informant interviews, public meetings, workshops, surveys) to gather information about current land tenure conditions and the prospects for reform and implementation with specific focus on outcomes for women and their families.
- Makes policy, program and project recommendations that are practical, useful, and realistic, given country realities and resources.
- Provides technical inputs related to women's rights and gender, supports integrating gender expertise across programs and projects, and ensures gender analysis is thoughtfully integrated at all stages of projects.
- Contributes to advocacy and communications efforts to elevate women's land rights in national, regional, and international forums; represents Resource Equity in external advocacy, presentations, and conferences.
- Collaborates with foreign government officials, other counterpart country nationals, civil society actors, and international aid agencies in the work.

**Non-profit Manager/Operations/Development**

- Contributes to the expansion and/or development of the Resource Equity programs and projects.
- Manages relations and collaborates with donors, fee-for-service clients, and public sector grantors. Prepares and reviews reports for funders.
- Collaborates with and supports other Resource Equity specialists in team efforts for fundraising and project delivery.
- Leads staff and partners on proposals, project implementation, deliverables.
- Manages projects including budgeting, human resource allocation and work planning, cost monitoring and control, monitoring travel schedules, and product preparation and delivery.
- Leads and supports business development activities, especially as related to gaining fee for service and grant-funded revenue.
- Manages relationships with other functional areas in RE, including finance, communications, individual giving, and knowledge management.
- Performs other management and operational tasks as assigned.

**Required Knowledge, Skills, and Abilities:**

- A commitment to the mission of advancing women's land and resource rights.
- Dedication to working in a mission-driven environment.
- Demonstrated experience working collaboratively with a range of people at all levels, across cultures, with humility and respect.
- Excellent research, analysis, synthesis, reasoning, and writing abilities.

- Ability to analyze gender issues in laws, policies and programs, and to craft recommendations for how they can be addressed.
- Familiarity with legal, economic, sociological, agricultural, political, institutional, geographic, and anthropological evidence and research.
- Ability to develop concrete work plans and manage tasks, teams, people, funds, products, and other elements so that work is performed according to agreed budgets, schedules, delivery requirements, and staffing plans.
- Demonstrated ability to lead and work collaboratively as a member of a team; sensitivity and ability to establish respect, credibility, and trust in a multicultural organization at all levels regardless of role within the team, including consensus building, communication, and leadership skills; ability to partner with staff, stakeholder partners, and donors.
- English language proficiency, with Spanish, French, Arabic or Portuguese a plus.

#### **Education and Experience:**

- A graduate or professional degree in law, gender studies, international development, sociology, geography, anthropology, or related field, required. JD or LLM preferred.
- Four+ years of experience in non-profit operations or management, or a demonstrated interest in learning the ropes.
- Five+ years of experience in applied legal and policy research, design, or implementation or projects in the context of international development on land, gender, or related sectors.
- Field-based experience in developing economies is a plus
- Prior work experience in the international development sector, either with an NGO, bi- or multilateral donor, or elsewhere is preferred.
- Experience in grant-writing or drafting tenders is a plus.

We endeavor to respond to everyone who applies. We're searching for a person who will be a good fit, so feel free to let your personality come across in your cover letter – we want to know who you are and why you think you'd be perfect for this job.

**To Apply:** We're accepting applications until April 30<sup>th</sup>, 2022. Qualified candidates may apply by submitting a CV and cover letter to [hr@resourceequity.org](mailto:hr@resourceequity.org) with the title **"Women and Land Specialist and Non-profit Manager"** in the subject line. Questions can be submitted to [hr@resourceequity.org](mailto:hr@resourceequity.org). Resource Equity is an Equal Opportunity Employer.