



Open Position:

Director, Center on Global Rights for Women

The Battered Women's Justice Project (BWJP) is a collective of national policy and practice centers at the intersection of gender-based violence and legal systems. BWJP seeks to further our work on improving the legal system response to gender-based violence globally by working in close partnership with local civil society and systems professionals to promote human rights and gender justice.

See our website: www.bwjp.org

BWJP is seeking an experienced, dynamic leader to serve as Director. With this position, you will be at the forefront of the movement to create systemic change that saves lives.

The Director of the Center on Global Rights for Women is responsible for providing strategic leadership and oversight to advance the center's mission of addressing the intersection of gender-based violence, justice, and human rights for women globally. This senior-level position involves working collaboratively with key stakeholders, including government agencies, intergovernmental agencies (i.e. United Nations, Council of Europe, African Union etc.) nonprofits, advocacy groups, and community organizations, to develop and implement effective strategies to prevent violence against women and girls and promote rights for survivors of gender-based violence (GBV).

Responsibilities:

- **Strategic Leadership:** Develop and execute the center's strategic vision, goals, and objectives in alignment with the organization's mission and values.
- **Program Development:** Lead the development and implementation of evidence-based programs and initiatives that address gender-based violence, including prevention efforts, policy advocacy, and community education.
- **Stakeholder Collaboration:** Build and maintain effective partnerships with key stakeholders, such as government agencies, intergovernmental agencies (i.e.. United Nations, Council of Europe, African Union etc.) law enforcement, legal professionals,



victim advocates, and survivors, to promote collaborative solutions and policy changes. Build essential networks with advocates, survivors, and civil society in countries.

- **Research and Policy Analysis:** Stay updated on current research, trends, and policy developments related to gender-based violence. Provide expert analysis and recommendations for effective policy reform, including through the development of amicus briefs, position papers, and talking points, and working with civil society globally.
- **Training and Technical Assistance:** In collaboration with global partners, oversee the creation and delivery of training programs, workshops, and educational materials for diverse audiences, including professionals in the field such as law enforcement, legal professionals, and community members. Develop and maintain a network of subject matter experts to serve as resources in specific countries. Consult with other allied organizations, government agencies and/or intergovernmental agencies (i.e. United Nations, Council of Europe, African Union etc.) on related local or national projects, upon request. Offer tailored technical assistance and training to individual communities upon request.
- **Resource Development:** Seek and secure funding opportunities through grants, partnerships, and donations to support the center's operations, programs, and research efforts.
- **Team Management:** Supervise and guide a team of professionals, including contracted consultants, interns, and other staff to be hired. Willing to utilize a shared leadership model in which supervisors are viewed as resources rather than managers and in which all staff are empowered to take initiative and encouraged to exercise discretion and autonomy.
- **Public Relations and Advocacy:** Serve as the center's spokesperson, representing its mission and goals in public forums, media interviews, conferences, and policy discussions. Develop and maintain a robust website. Seek opportunities to write articles for national publications.



- **Evaluation and Reporting:** Monitor and evaluate the center's activities and outcomes, and prepare comprehensive reports for funders, stakeholders, and the organization's leadership.

Qualifications Required:

- **Education:** J.D. or PhD required. Equivalent professional experience will also be considered.
- **Experience:** Minimum of 7-10 years of progressively responsible experience in the fields of gender-based violence, violence against women and girls, public health, women's human rights, global advocacy or related areas. Previous experience in program development, strategic planning, and stakeholder engagement is highly desirable.
- **Travel:** Willingness and ability to travel up to 30% of the time.
- **Subject Matter Expertise:** Deep understanding of gender-based violence issues, legal and justice-related frameworks, and their intersection, including relevant laws and regulations, research findings, and best practices. Expertise in global law, policy and practice on gender based violence. Knowledge of international and regional law and standards relevant to women and girls' human right to be free from violence. Demonstrated understanding of and commitment to issues of cultural diversity, country-specific issues as needed, and as they pertain to prevention, intervention, and services, as well as to addressing the needs of underserved communities. Experience in developing and conducting successful training events for adult learners, preferably for justice personnel and advocates.
- **Leadership Skills:** Proven ability to provide visionary leadership, set strategic direction, and manage complex initiatives and projects. Experience in managing teams and fostering a collaborative work environment. Proven ability to partner and collaborate with women's human rights leaders in other countries.



- **Policy and Advocacy:** Demonstrated experience in policy analysis, development, and advocacy related to violence against women and girls, gender-based violence, or related fields. Outstanding ability to apply critical thinking and an intersectional analysis to identify and promote effective policies and practices. Familiarity with legislative and parliamentary processes and coalition building is a plus.
- **Communication Skills:** Excellent written and verbal communication skills, with the ability to effectively communicate complex issues to diverse audiences. Experience in public speaking, media engagement, and public relations is highly desirable.
- **Relationship Building:** Strong interpersonal skills and the ability to build and maintain effective relationships with diverse stakeholders, including government agencies, intergovernmental agencies (ie. United Nations, Council of Europe, African Union etc.) nonprofits, advocacy groups, and community organizations. Ability to work well with diverse groups and effectively as a team.
- **Research and Evaluation:** Familiarity with research methodologies, data analysis, and evaluation techniques to assess program effectiveness and inform evidence-based practices.
- **Commitment to Social Justice:** Demonstrated commitment to racial justice, gender equity, and the empowerment of survivors of gender-based violence.

Position: Full-time exempt

Location: Remote position

Salary: \$120,000-\$130,000

Benefits: Employer-paid individual health, dental, vision, group life, ST/LT disability insurance, and accident insurance, in addition to a competitive paid time off package.

Application: Please send your resume, cover letter, and three professional references to hr@bwjp.org or to BWJP, 540 Fairview Avenue North, Ste. 208, St. Paul, MN 55104.

BWJP is committed to providing a work environment that is free from discrimination.