



**Job Title: Country Director (India)**

**Location of position:** India. Location in India flexible. Will require significant travel within India.

**Reporting relationship:** Reports to the Vice President of International Programs

### **ABOUT AJWS**

Inspired by the Jewish commitment to justice, American Jewish World service (AJWS) works to realize human rights and end poverty in the developing world. AJWS advances the rights of women, girls and LGBTI people; promotes recovery from conflict, disasters and oppression; and defends access to food, land and livelihoods. AJWS pursues lasting change by supporting grassroots and global human rights organizations in Africa, Asia and the Americas and by mobilizing supporters in the U.S. to advocate for global justice. Working together, the AJWS community strives to build a more just and equitable world.

### **ABOUT THE DEPARTMENT**

AJWS's international programs division works to build civil society in select countries in Africa, the Americas and Asia by supporting non-governmental organizations (NGOs) and community-based organizations (CBOs) that are advancing human rights. AJWS partners with organizations that work on three critical issues:

- **Sexual Health and Rights** We support women, girls and LGBTI people so that they can stop violence and discrimination, gain control over their lives and bodies, and live in health, safety and dignity.
- **Natural Resource Rights** We empower communities to protest exploitative development conducted without their consent and protect the land, water and natural resources that they depend on for survival.
- **Civil and Political Rights** We aid communities in their work to recover from conflict, fight oppression, speak out against injustice and create vibrant, peaceful societies that respect the rights of all citizens.

AJWS's Asia Department currently focuses its efforts in Burma, Cambodia, India, Sri Lanka and Thailand, and consists of a mix of staff and consultants working both in the U.S. and in Asia.

### **ABOUT THE POSITION**

AJWS seeks a visionary social change strategist and talented manager to oversee its programs in India. The Country Director (India) will be responsible for overseeing AJWS's grantmaking portfolio in the country which primarily addresses Sexual Health and Rights and Natural Resource Rights. We are seeking a candidate with strong knowledge, experience and networks in the feminist movement in India

and with significant expertise in the issue of child marriage and experience in working with grassroots activists to drive an agenda for social change. AJWS was recently awarded a significant grant to address child marriage in India and the director will manage this portfolio of grant-making focused on child marriage along with the existing portfolio that focuses broadly on sexual health and rights and natural resource rights. The Country Director will oversee program and strategy development and implementation, while working closely with a team based in India and at AJWS's New York head office. The Country Director will manage a team of six program staff, four based in India and two staff based in New York. S/he will oversee the planning, implementing and monitoring of all AJWS programs and operations in India.

The Country Director reports to the Vice President for International Programs and will also collaborate closely with colleagues in other countries to continue to strengthen AJWS's grantmaking across the Asia region. S/he will partner closely with staff in the AJWS Strategic Learning, Research and Evaluation Division to evolve the organization's evaluation systems and metrics to continue to improve the organization's capacity to learn from its work and to share that learning with colleagues in the international development and human rights fields.

**Responsibilities include but are not limited to:**

- Lead the development, implementation and refinement of AJWS's social change strategy in India with a significant focus on grantmaking to address the issue of child marriage through linking grassroots activists to a strategic advocacy agenda;
- Participate in hiring of India program staff and supervise the work of six program staff in India and New York, including helping staff and consultants set and meet time-bound strategic and programmatic goals, and facilitating partnership among staff and consultants;
- Work with program officers to set strategy and programmatic goals for the India program;
- Monitor and evaluate the impact of the India grantmaking program in partnership with the Vice President for International Programs and colleagues in the Strategic Learning, Research and Evaluation division;
- Play a significant role with the child marriage grant and work with a U.S. based team, on the ongoing program strategy and implementation of the child marriage initiative, representing grantees and ongoing work in India;
- Oversee all country work plans, country budget and operational plans;
- Ensure that the India team has the human, material and financial resources it needs to operate effectively;
- Design and manage infrastructure in India in consultation with the Vice President for International Programs and in partnership with colleagues in the Finance & Administration Division;
- Connect grantees to the international human rights / advocacy community and AJWS advocacy staff in order to advance grantees' advocacy agendas;
- Support the organization's fundraising efforts by developing content for and participating in donor engagement programs; contributing content and input for proposals and reports; and nurturing relationships with AJWS institutional donors;
- Support the organization's U.S.-focused strategy by leveraging AJWS's work in India to advance domestic campaign and policy change objectives, and supporting U.S. activist travel to India; and

- Support the organization's communications efforts by writing, editing and contributing to promotional pieces, blogs and policy papers about India and about the child marriage initiative, and participating in communications strategy planning.

## Qualifications

- Master's degree in a related field required;
- Minimum 12 years of international programmatic and/or philanthropic experience required with a particular appreciation of the role of grantmaking that links grassroots activists as engines of change in a strategic advocacy agenda for social change;
- Minimum of 5 years of experience working in India;
- Proven excellence as a manager of high-performing, diverse and dispersed staff teams;
- Experience working in the field of sexual rights with a particular focus on child marriage and related issues;
- A sound understanding of issues related to natural resource rights;
- Experience in budget management;
- Ability to build networks and make connections;
- Experience working with funders and government bodies;
- Expertise in international human rights standards and mechanisms;
- Knowledge of local human rights trends, development issues and political context in India required; Experience with, and commitment to, social justice and human rights movements;
- Ability to communicate and work effectively cross-culturally;
- Exceptional written, oral and presentation skills;
- Ability to do significant travel and work internationally 8-10 weeks per year, both within India for grantee visits and in New York for meetings with colleagues based at the headquarters office.
- **Language Requirement:** Fluency in reading, writing and speaking English and ability to speak Hindi fluently.

## How to Apply

For immediate consideration, please forward your resume, cover letter including salary history and requirements and three writing samples to [opportunities@ajws.org](mailto:opportunities@ajws.org). Please include your name and "Country Director (India)" in the subject line. We encourage you to apply by September 4, 2013; however, we will continue to review applications until the position is filled.

We thank you for your interest in career opportunities with AJWS. Due to high volume, only those candidates selected for an interview will be contacted.

AJWS is an equal opportunity employer and provides competitive salaries and benefits.