



THE
LUTHERAN
WORLD
FEDERATION

Department for Planning
and Operations

Office for Human
Resources
lutheranworld.org

Open Position in the LWF Communion Office

“Liberated by God’s grace, a communion in Christ living and working together for a just, peaceful, and reconciled world.”

This is the vision statement adopted by the Council of the Lutheran World Federation (LWF).

Working for dignity and justice with compassion and commitment, the LWF as a global communion of churches respects diversity, in culture, history, theological understandings, perspectives on moral and ethical questions, and practice of ministry, mission and service, as a richness of God’s creation.

Position:	Program Executive for Gender Justice and Women’s Empowerment Department for Theology and Public Witness
Place of Assignment:	Geneva, Switzerland
Starting Date:	1 September 2018
Duration of Contract:	Initial contract of 5 years

Basic purpose:

To take lead in and provide support for the gender justice and women’s empowerment within the Lutheran World Federation, a communion of churches

Required qualifications:

- Advanced university degree in theology
- Studies and/or several years of working experience with issues relating to gender justice and women’s empowerment, preferably in a cross-cultural environment
- Established record and experience in research and analysis on issues relating to gender or feminist/womanist studies, the condition of women in various social, cultural, economic and political contexts.
- Fluency in English; working knowledge of Spanish, German and/or French is desirable.
- Experience in working with networks
- Experience in gender mainstreaming
- Experience in developing, organizing and facilitating awareness-raising sessions and training workshops
- Experience in project management and in grant writing and reporting
- Proven ability to take initiative and accomplish works and commitments in ways that are timely and effective

Candidates for this position require an LWF member church endorsement.

Closing date for applications: 30 April 2018

To apply, click on the following link:

https://lutheranworld.recruiterbox.com/jobs/fk01wmr?cjb_hash=O_eoJZ44&apply_now=true



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Position Description	Position Title: Program Executive for Gender Justice and Women's Empowerment
Date: April 2018	Department/Unit: Theology and Public Witness
	Incumbent: To be hired

Direct Supervisor:	Director for Theology and Public Witness
Supervises:	A Program Assistant

Salary	
Grade:	

Work Time	
Work time %	100%
Travel	<input checked="" type="checkbox"/> extensive (more than 20 days/year) <input type="checkbox"/> limited (7 – 19 days/year) <input type="checkbox"/> little (less than 7 days/year) <input type="checkbox"/> none

Content of the position	
Basic purpose	To take lead in and provide support for the gender justice and women's empowerment within the Lutheran World Federation, a communion of churches.
Basic Position Qualifications <input type="checkbox"/> Three or four years of job training (apprenticeship) <input type="checkbox"/> Secondary-level high school/technical/commercial school <input type="checkbox"/> Tertiary-level technical/commercial college <input checked="" type="checkbox"/> University	<ul style="list-style-type: none"> • Advanced university degree in theology • Studies and/or several years of working experience with issues relating to gender justice and women's empowerment, preferably in a cross-cultural environment • Established record and experience in research and analysis on issues relating to gender or feminist/womanist studies, the condition of women in various social, cultural, economic and political contexts. • Fluency in English; working knowledge of Spanish, German and/or French is desirable. • Experience in working with networks • Experience in gender mainstreaming • Experience in developing, organizing and facilitating awareness-raising sessions and training workshops • Experience in project management and in grant writing and reporting • Proven ability to take initiative and accomplish works and commitments in ways that are timely and effective
Additional Study and Experience	

Years of Experience	Requirement	Desirable
	<input type="checkbox"/> 0 to 2 years <input checked="" type="checkbox"/> 3 to 7 years <input type="checkbox"/> 8 to 12 years <input type="checkbox"/> over 13 years	<input type="checkbox"/> 0 to 2 years <input type="checkbox"/> 3 to 7 years <input checked="" type="checkbox"/> 8 to 12 years <input type="checkbox"/> over 13 years

Language Knowledge	Requirement			Desirable		
	Basic knowledge	Speak and understand	Write and discuss	Basic knowledge	Speak and understand	Write and discuss
English			x			
French				x		
German				x		
Spanish				x		
Other :						

Experience in Supervision	<input checked="" type="checkbox"/> yes <input type="checkbox"/> no
Position Environment and Dimensions	<p>The position holder works as part of the Department for Theology and Public Witness (DTPW) team where s/he takes the lead of the program on Gender Justice and Women's Empowerment.</p> <p>S/he is responsible for promoting, supporting and enabling mainstreaming of gender justice and women's empowerment within the LWF. S/he also coordinates gender justice related processes within the LWF Communion Office in Geneva in close cooperation with the cross-departmental Gender Focal Group and other Communion Office units. S/he is expected to support and coordinate LWF women and gender related, e.g. WICAS, networks, as well as to cooperate with LWF member churches, related agencies, ecumenical organizations in promoting gender justice and women's human rights. The relationship building and cooperation with the INGOs and U.N. agencies, e.g. Commission on Status of Women and other U.N. mechanisms require particular collaboration and coordination of work with the Program Assistant.</p> <p>The position holder is responsible in cooperation with the respective colleagues e.g. LWF Area Secretaries for supporting member churches in implementing the resolutions of LWF 12th Assembly relating to LWF Gender Justice Policy, women in the ordained ministry of the church, as well as to the elimination of sexual and gender based violence.</p> <p>In order to succeed in this, the program holder needs to have thorough understanding of and ability to analyse gender roles and rights within the cultural, social, economic, political and faith contexts of societies. An analytical approach, organizational skills, the ability to conceptualize, to manage projects and to provide leadership as well as good communication skills both in speaking and writing are essential.</p>
Main duties	<p>1. In consultation with the DTPW director and other colleagues plans, develops and implements programs including consultations, workshops and study processes which contribute specifically to gender justice and women's empowerment within the LWF communion;</p>

	<ol style="list-style-type: none"> 2. Collaborates with other Communion Office units, LWF member churches, related agencies and women's networks in the follow up and on the implementation of the LWF Gender Justice Policy as well as developing structures and practices that support women's empowerment and leadership in the church; 3. Ensures within the LWF Communion Office that gender justice as a cross cutting priority is taken into consideration in LWF program planning and implementation; 4. In cooperation with respective colleagues and networks, promotes gender mainstreaming and/or other methodologies that ensure the integration of a gender perspective into the planning, implementation, monitoring and evaluation of the work of the LWF on local, regional and global levels; 5. Identifies and analyses issues relating to gender justice, women in leadership and women's human rights, positive masculinities and male engagement for gender justice, particularly in church but also in society, and initiates studies and research on these issues; 6. Acts as a resource person on issues related to gender justice and female empowerment within the Communion, and supports Gender Focal Points in other departments as per request / need; 7. Supports member churches and theological institutions in incorporating gender perspectives into theology, theological education, worship, liturgy and congregational life; 8. In cooperation with the LWF Office for Communications provides content material for and promotes news stories relating to the portfolio.
Special duties	As may be assigned by the director.
<p>Major Challenges</p> <p>To promote gender justice and women's empowerment and to continue to strive for full participation of women within LWF and its member churches and through partnership networks.</p>	