



Global Action  
for Trans Equality

## **JOB OPENING AT GATE!**

### **NOW RECRUITING FOR DIRECTOR OF PROGRAMS**

**Have you dreamed of working as a full-time activist in the international human rights movement? Do you enjoy designing and managing programs advocating for trans, gender diverse, and intersex people? Would you like to work with a smart, experienced, and hard-working team from the comfort of your home (with frequent international travel)? If so, GATE may have a job for you!**

**Position:** Director of Programs  
**Status:** Full-time  
**Location:** Negotiable. Access to excellent internet access and an international airport required; New York preferred.  
**Reports To:** Executive Director  
**Salary:** Depending on experience and location

Global Action for Trans Equality is an international trans organization whose mission is to work internationally on gender identity, gender expression and bodily issues by defending human rights, making available critical knowledge and supporting political organizing worldwide. We are seeking applicants for a new position – Director of Programs – to lead our global advocacy and programmatic work under the leadership of Executive Director Mauro Cabral.

Reporting to the Executive Director, the Director of Programs will be responsible for ensuring the successful development and implementation of GATE's programs, including project management; team member management; program delivery; and quality control and evaluation. In this new leadership role, the Director of Programs will manage a growing staff of policy officers working in the fields of HIV/AIDS advocacy, movement building, and UN advocacy.

Major duties of this position will include:

- Working closely with the Executive Director to lead the development of GATE's organizational and programmatic strategies
- Planning the delivery of GATE's programs and activities in accordance with the mission and the goals of the organization
- Overseeing program implementation, including staffing key program activities as needed
- Recruiting, hiring, orienting, supervising, and developing program staff members
- Working with the Executive Director and Director of Finance and Operations to develop and monitor annual program budgets
- Ensuring program-related grant applications and reports are submitted in a timely manner
- Working with staff to develop performance measurements and professional development plans to ensure consistent, high-quality goal setting for all employees.

## Qualifications

This is an extraordinary opportunity for an individual with management experience to work with a growing, committed, and high performance team of international trans, non-binary, and intersex advocates. The successful candidate will lead global programs; partner with the Executive Director; and work collaboratively with staff, consultants, donors, and activists around the world. The ideal candidate will have:

- Demonstrated and significant experience and success developing and managing programs.
- Competency working with trans, non-binary, and/or intersex activists, as well as a strong understanding of issues related to gender identity, gender expression, and bodily diversity.
- Experience managing staff and consultants, including strength in hiring, managing, coaching, and developing individuals and teams, empowering them to increase their levels of responsibility and improve performance over time.
- Exceptional organizational skills and attention to detail.
- Excellent verbal and written communication skills in English (fluency in a second language is preferred).
- Ability to work independently
- Ability and willingness to travel internationally and proximity to an international airport.
- Strong internet connection and willingness to occasionally work unusual hours to participate in meetings and video conferences with colleagues in different time zones.
- Personal qualities of integrity, credibility, and a commitment to and passion for GATE's mission.
- Demonstrated experience and success working in environments characterized by racial, gender, cultural and geopolitical diversity, with a strong commitment with identifying, addressing and dismantling oppressive dynamics.

## How to Apply

Please send a resume or CV, letter of interest, and three references to [mcabral@transactivists.org](mailto:mcabral@transactivists.org) by **January the 31<sup>st</sup>, 2017**. People who identify as trans (especially those who identify on the trans feminine spectrum), are encouraged to apply.