



FIXED TERM CONTRACT VACANCY

1 March 2024 - 1 March 2025

(Possible extension for a year depending on job performance and the availability of funding availability)

LGBTI Community Outreach Coordinator

Total Cost To Company: R201 600 Per Annum

Uthingo Network, formerly known as the Gay and Lesbian Network, is a KwaZulu-Natal [KZN] based human rights organisation that advocates for the rights of LGBTI+ persons with a specific focus on rural communities. Our mission is to ensure the recognition of LGBTI+ human rights at the community and policy levels through institutional change and partnerships in rural communities through human-centred approaches.

+ Job Title and Overview

LGBTI Inclusion Coordinator

As an LGBTI Community Outreach Coordinator, you will develop and implement outreach programmes to engage with the Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) community. This position involves building connections, fostering inclusivity, and providing support services to enhance wellbeing of the LGBTI community.

+ Essential Job Functions

- **Team Management**
 - Manage a team of two peer educators.
 - Verify reported data before finalisation and submission.
 - Manage project acceleration plan, updates, and reviews and ensure implementation aligns with approved budget activities.
 - Support the peer education team to ensure that project timelines are adhered to, and that project targets are met timeously.
- **Community Outreach:**
 - Develop and maintain relationships with the LGBTI community, including local organisations, support groups, and individuals.
 - Establish partnerships with local communities, organisations, accountability structures, businesses, and community leaders to promote LGBTI inclusivity.
 - Implement outreach activities to engage with diverse communities and stakeholders.
 - Implement outreach initiatives, workshops, and events that address the unique challenges faced by the LGBTI community.
- **Resource Distribution:**
 - Provide information and resources related to healthcare, legal rights, mental health, and other relevant topics to the LGBTI community.
 - Distribute educational material and promote awareness of available services.
- **Support Services:**
 - Offer support and lay counselling services to LGBTI individuals facing discrimination or struggling with their identity.
 - Connect individuals with appropriate resources, support groups, and mental health services.
 - Create safe spaces for LGBTI networking, discussion, and community building.
 - Collaborate with local service providers to ensure accessible and inclusive support options.

- **Advocacy and Representation:**

- Advocate for the rights and interests of the LGBTI community within local institutions and governmental bodies.
- Represent the organisation at community events, forums, and meetings to raise awareness and influence positive change.

+ Requirements

- A three-year bachelor's degree/diploma in development studies, social sciences, arts, or relevant job-related experience.
- Valid driver's license
- Computer literacy (MS Office Suite)
- Willingness and ability to travel
- Strong understanding of LGBTI issues, including intersectionality and cultural competency.
- Excellent communication and public speaking skills in English and isiZulu.
- Excellent report-writing skills
- Experience in community organising, advocacy, or social justice work.
- Ability to work independently and collaboratively with diverse groups.
- Team player, able to work under pressure, manage conflicting deadlines and be flexible.
- Teamwork
- Presentation skills, including writing skills.
- High level of interpersonal skills, including interacting effectively and collaboratively with a broad range of public sector counterparts, donors, and other key stakeholders.
- Strong communication skills.
- Ability to consult, take initiative, multi-task, and coordinate multiple priorities.
- Effective conflict management skills.
- Clear and thoughtful communication, listening and social skills are essential.
- A strong commitment to and passion for the principles and practice of human rights.

Interested persons need to submit a resume with three contactable referees, along with a cover letter that will be assessed as a writing sample, and copies of certificates and ID with the reference "LGBTI Community Outreach Coordinator" in the subject line via email to jobs@uthingonetwork.org.za no later than 12/02/2024. Please note that applications received after this date or with missing information will not be considered.

Only shortlisted candidates will be contacted - should you not hear from us two weeks after the closing date, you may consider your application unsuccessful. Uthingo Network reserves the right not to make an appointment and/or to extend the closing date to facilitate further searches.

We are an equal-opportunity employer. We particularly encourage applications from LGBTI people, people living with disabilities, women, and previously disadvantaged people.