



Transition Strategy Consultant | Terms of Responsibility | 2021

Location | Flexible, in Latin America.

Start date | ASAP

Type | Programmatic Support. 30–35 hours per week.

Duration | June 2021 – December 2021. With possibility of extension.

Organizational Description

Founded in 2010, **FRIDA | The Young Feminist Fund** is the only youth-led fund focused exclusively on supporting global young feminist activism to advance social justice movements and agendas. FRIDA aims to bring new resources and new opportunities to girls, young women and trans and intersex youth globally.

Its Vision is a world where young women, girls, trans* and intersex youth are recognized as experts of their own reality, enjoying their human rights and building a more just and sustainable world through collective power and transformative leadership.

FRIDA's Mission

- Provide accessible and strategic funding for newly established young feminist-led initiatives through a participatory grantmaking process, that puts funding decision power into the hands of applicants;
- Strengthen the capacity of young feminist organizations to leverage additional resources for their work and enhance their impact, including more skills, information, and networks; and
- Increase commitments of donors and allies to resourcing young feminist activism and their issues, through resource mobilization, knowledge-building, and philanthropic advocacy.



About Transition Strategy

Aligned with its Strategic Plan 2020–2025, FRIDA is committed to deepening its work and understanding its community's needs in order to provide support that is intentional, flexible, and responsive.


FRIDA aims to cultivate meaningful relationships with grantee partners, based on trust and transforming power from the very beginning to the end of their FRIDA journey. Therefore, FRIDA is committed to creating a transition process that encourages both self-sustainability and continual inclusion of groups in the FRIDA community. This means that we will mobilize financial and non-financial resources to ensure these groups a smooth transition, but also ensure that the groups have the opportunity to remain as part of the FRIDA community.

The support FRIDA provides to young feminist groups in the early stages of their journey is meant to be critical seed funding, and is often the first source of funding for newly established collectives. Thus, we aim to provide continued support to these collectives, for a time period of up to 5 years, since this period is considered by FRIDA as an appropriate amount of time to support these groups to establish themselves, build stronger networks, secure access to alternative funding, and start to diversify their resources of support to strengthen a sustainable feminist ecosystem of their own.

Transition Strategy Consultant

Currently, the Transition Strategy is composed of different components, including: Grantmaking, Capacity Strengthening & Accompaniment, Networking and Connections with donors.

In consultation and collaboration with relevant staff, the consultant will support the implementation of the Transition Strategy and the



accompaniment to transitioning grantee partners of FRIDA, mainly around Capacity Strengthening & Accompaniment, providing organizational, communicational and administrative support.


A. Scope of Work and Structure

The consultant will report to the Co-Manager of Programs for Capacity Strengthening and will work closely with the Program Officer for Transition Process of Grantee Partners.

This position entails a lot of administrative work, including tracking files, keeping databases up to date, and maintenance of internal operating systems.

The scope of work is detailed below:

- Series of Webinars for Capacity Strengthening. In coordination with the Program Officer for Transition Process, organize and deliver a series of 3 webinars around Fundraising for transitioning grantee partners.
- Associate support for Transition Process. Provide organizational, administrative and logistical assistance to the Program Officer for Transition Process. This includes: email communications with transitioning grantee partners and relevant staff, administrative processes and keeping track of databases and programmatic data.
- Transition Buddies Pilot Project. Logistical and administrative support for the implementation of the pilot project.
- Transition Calls. In coordination with the Program Officer for Transition Process and other relevant staff, organize and facilitate 25 transition calls with grantee partners within the period of the consultancy.
- Provide organizational, administrative and logistical assistance to The Program Officer for Transition Process of Grantee Partners in programmatic work in Latin America region. This includes: Supporting



documentation and administrative processes, collecting and updating grantee & advisors database and keeping track of programmatic data

Eligibility Criteria

Required Experience and Knowledge

- Experience working on women's rights and/or youth issues and organizing in the Global South.
- Particular experience within capacity strengthening programs and/or accompaniment to collectives or groups.
- Experience and knowledge around fundraising and resource mobilization strategies.
- Demonstrated administrative experience.

Required Skills

- Strong interpersonal skills and demonstrated intercultural competencies. Including facilitation skills for online learning and engagement activities.
- Fluency in English and Spanish.
- Comfort with working virtually - using online office technology and communication platforms.
- Commitment and comfort in working on participatory and collective decision-making processes.
- Adaptive thinking and an ability to develop innovative and responsive work practices when needed.
- Excellent written and oral communication skills in English and Spanish.
- Adaptive work practices.



Desirable

- Great understanding of the global funding landscape for young feminist organizing.
- Experience working in women's funds and philanthropic areas and/or experience in the development of fundraising strategies.
- Fluency in another FRIDA language (Portuguese, French, Arabic, Russian or Mandarin)

Duration and Remuneration

The consultancy will be held in a period of 6 months, from June to December 2021, with possibility of extension based on performance and project needs. The Consultant is required to work a maximum of 30 hours per week. We do understand that the number of hours per week might vary depending on the workload so we have this in mind and discuss with you if any modifications are needed during the consultancy.

Rate

The total amount of this consultancy will be 2000 - 2500SD per month.

Recruitment Process

Interested and qualified candidates should submit their applications through Humi including their CV, a cover letter, and three reference contacts, before May 16, 2021. Applications will be reviewed on a rolling basis. Final decisions will be made before June 11th.