

## DIRECTOR OF THE GLOBAL OBSERVATORY FOR WOMEN, SPORT, PHYSICAL EDUCATION AND PHYSICAL ACTIVITY

Duration of contract: until end of 2022 (renewable)

Rate of working: full time position

Start of the contract: 01.12.2021 (negotiable)

Place of work: Lausanne, Switzerland

Application Deadline (Midnight CET): 30.08.2021

### OBJECTIVES OF THE POST

The Global Observatory for women, sport, physical education, and physical activity is being created in order to promote gender equality and to create a coherent movement in the sport<sup>1</sup> space around the world on this issue. Based on the Kazan Action Plan that fosters convergence of sport policies with the Sustainable Development Goals, the Global Observatory's creation is being championed by UNESCO and aims to address Sustainable Development Goal 5 of the 2030 United Nations Agenda for Sustainable Development, the need to "achieve gender equality and empower all women and girls", as well as contributes to goals 3 (good health and well-being), 4 (quality education), 10 (reduced inequalities) and 16 (peace, justice and strong institutions) in particular.

The Global Observatory will develop three key workstreams: (1) Guide and convene, by amplifying, connecting and championing the diversity of voices and provide a space for coordinated efforts between stakeholders in all parts of the world. (2) Guide and advise, by supporting major actors throughout the world in conducting sector analyses and creating action plans for gender equality in and through sport. (3) Evidence and proof, by partnering with sister organizations to develop unified evaluation methodologies and conducting independent monitoring of gender equality and sport commitments in all regions around the world.

The Global Observatory will take advantage of its location in Lausanne, Switzerland, which offers multiple benefits and opportunities. First, Switzerland has an outstanding international reputation for both human rights and sport governance. As such, the country hosts unparalleled numbers of major international stakeholders in these fields and the intergovernmental organizations that can bring them all together along the considered SDGs, as well as a strong connected academic ecosystem. Second, Switzerland is perfectly positioned as a neutral convenor and connector, which is critical to all three of the Global Observatory's proposed workstreams and to its outreach and cooperation with a diverse range of partners and stakeholders from all regions of the world.

### PROFILE FOR THE POST

The Director of the Global Observatory is knowledgeable on the gender issues in and through sport, and possesses a strong track record in developing and implementing specific projects in this or similar fields. S/he has a deep understanding and strong connections to the various governmental and non-governmental international and regional organizations active in the field of women and sport, physical

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<sup>1</sup> Hereafter, if not otherwise specified, sport refers to sport, physical education and physical activity.

education, physical activity, and more broadly, organizations connected with human rights, international sports federations, IOC, research institutes and national/local associations. S/he possesses strong analytical skills, is knowledgeable on multilateral settings and mechanisms, and is experienced in building partnerships and mobilizing resources.

## TASKS OF THE POST

Under the supervision of the Board of the incubating association created for this purpose, the incumbent will manage the establishment of a sustainable, multi-stakeholder governance and the effective functioning of the Global Observatory s/he has to report. S/he will be responsible for the management of the Global Observatory's human and financial resources, administration and operations. S/he will lead the Global Observatory's efforts in establishing and maintaining effective relations with relevant partners active in the sector of gender and sport, physical education, physical activity in all regions of the world, conceiving and implementing resource mobilization strategies and strategic partnerships with a global range of international stakeholders. S/he will also be responsible for the Global Observatory's strategic planning and coordination of programmes and plans of action.

In particular, the incumbent will:

### 1. Vision:

- Provide intellectual leadership and strategic guidance to the Global Observatory in order to develop, drive and ensure the delivery of a solid international agenda on women and sport, physical education and physical activity.
- Contribute to positioning the Global Observatory at the forefront in the sector of women and sport and increasing its visibility and impact. Partner with institutions and relevant actors in the field for this purpose.
- Develop the analytical basis needed to promote and ensure equal rights, responsibilities, and opportunities for women and girls in sport, and the understanding of gender equality in sport as a lever for sustainable development. Oversee research and advance evidence-based analysis.
- Define priorities and agendas for the Global Observatory and locate and pursue resources.
- Ensure a strong capacity for timely delivery of the outputs.

### 2. Program Design and Management:

- Transform workstreams into workplans (programs and projects).
- Direct the design, implementation, monitoring and evaluation of work plans and regular initiatives and activities, ensuring the continuous optimization of resources.
- Deliver on the programs and projects, evaluate and report on their effectiveness and impact.
- Oversee and manage the publication and dissemination of reports / publications, as well as materials such as guidelines and other policy and capacity to develop materials, documents and other technical products and information.
- Ensure actively the visibility of the Global Observatory's outputs to advance a better understanding of sport, physical education and physical activity contribution to the development of gender equality, and more broadly, to women's rights, social justice, and sustainable development.

### 3. Knowledge and Expertise Exchange:

- Facilitate cross-expertise dialogue and throughout networks and on-line platforms, discussing emerging trends, application of best practices and the exchanging of ideas.
- Manage the quality of contributions to subject-specific knowledge bases, direct research and further share analysis by ensuring thorough dissemination.

#### 4. Representation and Policy Advice:

- Develop high-impact networks and connect the Global Observatory with a geographically and thematically representative range of key actors active in the field of women/girls, sport, physical education and physical activity, including sports federations, the IOC, governments from developed and developing countries, and non-governmental organizations, including international organizations based in Geneva as well as regional organizations, academia, and other stakeholders, including those from the private sector. Create synergies and develop partnerships.
- Represent the Global Observatory in both internal and external networks, such as ministries, universities, agencies, and organizations. Establish and pursue alliances on cross-organizational and –sectional issues and develop working frameworks and systemic approaches in order to increase capacity.
- Influence and contribute to the development of concept notes, contribute to policy positions, formulation and implementation.
- Participation in international events related to sport and/or women and sport.

#### 5. Resource Mobilization:

- Seek and explore resource mobilization opportunities for extrabudgetary resources for relevant programmatic and thematic areas including the engaging of potential donors with projects plans which could attract support.
- Supervise the entire funding process, including developing and writing proposals, validating progress reports and ensuring the timely implementation and completion of project/program activities.

#### 6. Administrative Management and Staff Development:

- Manage the recruitment of staff;
- Supervise and motivate staff;
- Monitor progress and development, provide regular feedback, and follow-up in line with the performance management cycle;
- Effectively manage the budget, with strong accountability and full transparency.

#### COMPETENCIES

- Driving and managing change
- Building partnerships
- Strategic thinking
- Communication
- Accountability
- Innovation
- Knowledge sharing and continuous improvement
- Planning and organizing
- Results focused

- Making quality decisions
- Leading and empowering others

## REQUIRED QUALIFICATIONS

### Education

Advanced university degree (Masters or equivalent) in the field of social and human sciences, humanities, law, political sciences, international relations, communications, economics or other related areas.

### Work Experience

- A minimum of 10 years of progressively responsible and relevant professional experience in program management, project planning, development and implementation in the field of Sport, Physical education, Human rights or similar programs.
- Strong experience acquired at the international level.
- Experience in advocacy, resources and partnership mobilization.
- Experience in leading and managing human and financial resources and motivating staff in a multicultural environment.
- Extensive experience, and knowledge of gender issues in sport or in similar sectors.

### Skills and Competencies

- Understanding of, and commitment to, the Global Observatory's mandate, vision, strategic direction and priorities.
- Strong conceptual, intellectual and analytical capacities, with a highly developed sense of objectivity and professional integrity, diplomacy, tact and political astuteness.
- Strong capacity for fundraising and connecting with sources of financing. Proven track record of generating financial support for specific programs.
- Strong management and organizational skills with the ability to establish plans and priorities and effectively implement them.
- Excellent interpersonal and representational analytical skills and a demonstrated ability to communicate, advocate, and negotiate with staff and a diverse range of stakeholders/partners at all levels both within and outside of the Global Observatory.
- Excellent communication skills.
- Demonstrated ability to establish and maintain partnerships and to ensure high-level coordination and cooperation with stakeholders.
- Ability to identify key strategic issues, objectives, opportunities, and risks.
- Sound judgment and decision-making skills.
- Proven skills in the management of financial and human resources.
- Capacity to provide intellectual leadership in order to guide, build trust, manage, lead and motivate staff.

### Languages

- Excellent knowledge of English (oral and written).

## DESIRABLE QUALIFICATIONS

### Education

Ph.D or equivalent in the field of social and human sciences, political sciences, international relations, or other related areas.

### Work Experience

Professional experience in other multilateral organizations and/or in the field of international relations and diplomacy, multilateral settings/cooperation, and development.

### Languages

Knowledge of another official language: French, Spanish, Arabic, Chinese, and/or Russian.

## **CANDIDACY**

Candidacy and accompanying documents to be sent until 30.08 2021

Candidacy and accompanying documents to be sent by email only: [riv@lausanne.ch](mailto:riv@lausanne.ch)

For more information, please contact: [riv@lausanne.ch](mailto:riv@lausanne.ch)