Program Manager, Democratic Engagement

Synergía - Initiatives for Human Rights is a human rights nongovernmental organization. While the organization has been established in 2017, its team of human rights defenders based in the US, Latin America, Africa and Europe has been leading in the field for almost two decades. Its board is composed of human rights experts and skilled professionals who have been leaders internationally for decades. Synergía seeks to protect and promote the human rights of all people – particularly those whose rights are most systematically and egregiously violated, with a range of programs that address violations that are motivated by one’s sexual orientation, gender identity, and/or gender expression (SOGIE). Synergía partners with local lesbian, gay, bisexual, transgender, and intersex (LGBTI) civil society organizations (CSOs) and human rights defenders (HRDs) to advocate for LGBTI persons’ human rights across Latin America and the Caribbean, West and Central Africa, and the Middle East and Northern Africa. Synergía blends capacity strengthening and grassroots re-granting in three interrelated and interdependent thematic areas of work: movement building, security and protections, and rights and advocacy.

Synergía, in partnership with Outright International and the International Foundation for Electoral Systems (IFES) is currently implementing the Global LGBTQI+ Inclusive Democracy and Empowerment (GLIDE) Initiative. This program is designed to increase global access to and participation and leadership in democratic systems for lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) communities through grantmaking, capacity strengthening, and knowledge generation and sharing. Reporting to the Director of Programs, the Program Manager, Democratic Engagement is primarily responsible for leading, on behalf of Synergía, the implementation of the GLIDE Initiative in strict collaboration with Outright’s counterpart. Individual accountabilities and work volume will be established through the development of annual Success Objectives, within the framework outlined below.

Essential Duties and Responsibilities:

The Program Manager:

- Coordinates all communications and the execution of all programmatic work internally with Synergía staff and externally with co-implementing partners;
- Ensures full, prompt and diligent compliance with the donor and prime recipient grant regulations;
- Collaborates with Synergía staff on future proposal design, proposal writing, and reporting, as well as to increase the visibility of the global program;
- Administers and governs grants awarded to selected partners working on democracy and LGBTQI+ rights;
- Supports international, regional, and local partners in designing projects that promote LGBTQI+ engagement in democratic systems;
- Offers capacity strengthening and strategic guidance to international, regional, and local partners in advancing work at the intersection of democracy and LGBTQI+ issues;
- Provides collaborative expertise to project partners to ensure proper execution of selected programs.
- Coordinates monitoring, documentation, communication and advocacy efforts with organizations around the world;
- Improves global awareness of the current challenges and opportunities in promoting LGBTQI+ engagement in democratic systems;
- Leads the design and implementation of advocacy strategies that advance LGBTQI+ inclusion within democratic systems – international, regionally, and domestically;
• Expertly presents Synergía’s democracy work to external stakeholders.

Qualifications:
A successful candidate must have:
• A minimum of 5 years of experience in program management, especially those with a focus on democracy, preferably in combination with or for LGBTQI+ people and rights, inclusive democracy, or similar focus.
• A deep and demonstrated passion and commitment to the pursuit of liberation from persecution based on sexual orientation and/or gender identity or expression within the broader context of a desire to eliminate all intersecting forms of oppression.
• An ability to generate interest in and build skills and capacity with LGBTQI+ communities to strengthen their leadership, engagement, and participation in political and public life.
• A strong track record of developing and managing sustainable, impactful, and multifaceted programs.
• Experience developing and coordinating creative advocacy strategies with partners of diverse identities.
• Leadership-minded communication skills to represent a highly visible project to media, participants and colleagues
• Tactical skills to political, government, community, and/or religious leaders to promote political engagement and reduce intolerance and human rights abuse against LGBTQI+ communities.
• Ability to work in English, required. Ability to work in at least one other Synergía operating languages (French, Spanish, Portuguese), is preferred.
• Ability to work remotely with little on-site support.
• Ability to work in multicultural environment.
• Ability to travel internationally, preferred.

Compensation: the salary will be commensurate with experience. Synergía – Initiatives for Human Rights offers its employees excellent benefits including health insurance, life insurance, short-term and long-term disability insurance, a retirement plan, and generous allocations of vacation, sick leave, and holidays. Benefits may vary depending on the location of the candidate.

Location: remote.

To apply: email a cover letter, together with a resume, and two references to contact@synergiaihr.org by July 31, 2024. Indicate in the subject line “Program Manager, Democratic Engagement.” Only candidates selected for an interview will be contacted.

Synergía – Initiatives for Human Rights is an equal opportunity employer. Synergía makes all hiring and employment decisions, and operates all programs, services, and functions without regard to race, receipt of an order of protection, creed, color, age, gender, gender identity, gender expression, marital or parental status, religion, ancestry, national origin, amnesty, physical or mental disability, protected veterans status, genetic information, sexual orientation, immigrant status, political affiliation or belief, use of family and medical leave, military and family military rights, ex-offender status (depending on the offense and position to be filled), unfavorable military discharge, membership in an organization whose primary purpose is the protection of civil rights or improvement of living conditions and human relations, height, weight, or HIV status.