

Urgent vacancy

Queering Atrocity Prevention Campaign Coordinator

Salary: £32,910 - £41,881 (\$44,000 - \$56,000) per annum , depending on experience

Contract: 12 months fixed term

Hours: This role can be offered part time 21-28 hours per week, or full time 35 hours per week

Location: London or New York preferred, however we are willing to have a conversation with candidates based elsewhere

Deadline: There is no deadline for applications, we will be holding interviews on a rolling basis and filling the role as soon as possible

About Protection Approaches

[Protection Approaches](#) works to change how the world views identity based violence – and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity. We are dedicated to doing the hard work necessary to make this vision a reality.

We believe:

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

The role

Protection Approaches is looking for an experienced advocacy project coordinator to drive delivery of a high-level 12-month campaign to identify, address and begin to redress gaps relating to LGBTQI+ risks, vulnerabilities and expertise in the practice of atrocity prevention. This project includes an urgent focus on Afghanistan.

Prevailing heteronormative approaches to reducing conflict and instability, and in preventing atrocity crimes – even when LGBTQI+ communities are themselves at risk – continue to leave LGBTQI+ people excluded and at risk. This bias is reinforced by the dominance of heteronormative approaches to the Women, Peace and Security agenda. Our analysis has found that longstanding gaps – and prejudices – within these fields continues to hold back effective prevention and protection work for LGBTQI+ communities and more broadly: we know that increasing risks against LGBTQI+ people are being missed and we also know that these trends never occur in isolation but are common indicators of wider risks of violence, instability, and conflict.

We have been leading and coordinating a small strand of work comprising some research, sector consultation, and advocacy looking at what it would mean to ‘queer atrocity prevention’, drawing as inspiration on the work of Jamie Hagen on queering the Women, Peace and Security agenda.

The role will combine project management of a short-term grant-funded project alongside developing and driving an ambitious agenda-setting strategy. Our Queering Atrocity Prevention programme has a clear primary objective: to secure the integration of LGBTQI+ inclusive approaches to mass atrocity prevention in four arenas (civil society, donors, academia and policy). A secondary set of objectives addresses gaps within UK and international LGBTQI+ advocacy and policy where knowledge of atrocity prevention and conflict prevention, including cross-working with these stakeholders, is low.

The successful candidate will work to:

- bring together LGBTQI+ and atrocity prevention NGO, policy and research communities
- develop a set of horizontal principles atrocity prevention NGOs can adopt to ‘queer’ their work and integrate LGBTQI+ rights, vulnerabilities, experiences, and expertise
- develop strategies to redress current gaps in prevailing atrocity prevention risk analysis frameworks where LGBTQI+ risks and vulnerabilities are wholly omitted
- test co-creation of LGBTQI+ risk indicators with LGBTQI+ communities and experts in or related to fragile and atrocity affected states
- support the production of new knowledge, research and an agenda-setting ideas paper intended to reorient approaches to mass atrocity prevention, but also conflict and development more broadly, to centre, respect, include and prioritise LGBTQI+ risks, vulnerabilities, experiences, and expertise

Due to the urgency of this work we will be reviewing expressions of interest and holding interviews on a rolling basis until the position is filled.

What we’re looking for

Experience Experience of project management including delivering to tight deadlines, reporting, managing budgets, coordinating with project partners, and M&E	Experience Experience of running or coordinating high-level advocacy campaigns including working with the UN and UN agencies, states, donors, and international NGOs	Experience Experience of working with a range of stakeholders including community partners, donors, state officials and policy makers, NGOs , researchers
Skill Ability to write clear and engaging policy materials including briefs, papers, summaries	Skill Ability to facilitate engaging and interactive workshops or activities with a range of audiences	Knowledge Familiarity with and understanding of high level policy structures including the UK, US, and other states and the United Nations and UN agencies
Knowledge Knowledge of or interest in some of the following is highly desirable: LGTBQI+ rights, atrocity prevention, crisis response, Afghanistan, other current atrocity contexts.	Personal Quality Comfort working within a small team that prioritises adaptability over the structures and processes found in big institutions	Personal Quality Enjoys working at the heart of advocacy campaigns that pivot and adapt, involve working across time zones, often have to meet tight deadlines, and managing a wide network of stakeholders

We always want to encourage people who might think twice before applying, including those from minority ethnic groups, LGBTQI+ applicants, applicants with disabilities, and anyone whose talent and experience might not be reflected in paid professional roles and formal qualifications.

We are able to be flexible in who and how we hire for this role. We are open to considering job-shares especially where there is a complementarity across skillsets and experience.

While Protection Approaches is based in London we will consider remote working options including from outside of the UK, particularly those with a presence in New York or Geneva.

To Apply

As this is an urgent appointment we are streamlining our usual recruitment process. To apply for this role please email Dr Kate Ferguson with your expression of interest consisting of:

1. A completed application cover form found [here](#)
2. Your CV (résumé)
3. A short statement explaining how your skills and professional, lived or other experiences, and personal qualities match what we are looking for in this role

After submitting an your expression of interest you will either be invited for an informal call, formal interview or be told that your application will not be taken forward.

We will judge all applications according to the matrix above.

There is no deadline for applications, we will be holding interviews on a rolling basis and filling the role as soon as possible.

It is strongly recommended that ahead of submitting your expression of interest you speak with Dr Kate Ferguson about the role: Kate.Ferguson@protectionapproaches.org or +447715475357