



**Country Specialist with American Jewish World Service (AJWS) in El Salvador**  
*Effective 20 days per month with annual contract*  
*Applications will be accepted in English or Spanish*

**Overview of AJWS**

American Jewish World Service (AJWS) is a grantmaking and advocacy organization dedicated to championing human rights. AJWS promotes civil and political rights; advances sexual health and rights; defends land, water, and climate justice; and aids communities in the aftermath of disasters. We pursue lasting change by supporting grassroots human rights organizations in Africa, Asia, Latin America, and the Caribbean, and by advocating for U.S. and international policies for justice and equality worldwide. This position will specifically support AJWS’s work on land, water and climate justice, and sexual health and rights.

**OVERVIEW OF DIVISION**

AJWS’s Programs Division works in select countries in Africa, the Americas and Asia supporting non-governmental organizations (NGOs) and community-based organizations (CBOs) that are advancing human rights. AJWS partners with organizations that work on four critical issues:

**Land, Water & Climate Justice: Defending the Rights to Food, Water, Land and Livelihoods**

AJWS supports organizations that advocate for the rights of rural, Indigenous, and poor communities who are displaced from their land or prevented from earning a living because of mining, dams and other development, or the climate crisis that threatens their way of life.

**Sexual Health and Rights: Advancing the Rights of Women, Girls and Sexual Minorities**

AJWS works to increase access to services and end discrimination, violence and abuse of women, girls, LGBTI people and sex workers, so that they can access the full spectrum of opportunities in society and live in health, safety and dignity.

**Civil and Political Rights: Promoting Recovery from Conflict and Oppression**

AJWS supports communities to recover from conflict and oppression, speak out against injustice and create vibrant, peaceful, societies that respect the rights of all citizens.

**Humanitarian Response: Supporting Local Communities in Crises**

AJWS prioritizes support for local, grassroots groups that work to meet the unique needs of historically marginalized communities in the wake of disasters so that they can recover fully and become more resilient to future crises.

**OVERVIEW OF POSITION**

The El Salvador In-Country Consultant manages AJWS’s dynamic sexual health and rights, and land, water, and climate justice grantmaking in El Salvador. They coordinate capacity-strengthening and programmatic opportunities for El Salvador-based Sexual Health and Rights (SHR), and Land, Water, and Climate Justice (LWCJ) grantees, coordinates with other funders, engages in developing and implementation of

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strategies, and captures learning and evaluation to document AJWS's impact and to improve our grantmaking, with a specific focus on the SHR and LWCJ portfolios in El Salvador. The In-Country Consultant collaborates closely with the SHR and LWCJ Senior Program Officers for Mesoamerica to best use AJWS's resources in service of their strategic portfolios. The In-Country Consultant seeks strategic opportunities for partnership and collaboration that leverage AJWS's grantmaking and promotes the work of grantees, develops initiatives that advance AJWS and grantees' work, and contributes to funder affinity groups and networks to influence donor priorities and deepen knowledge in the field.

The ideal candidate will have a proven track record in strategic accompaniment of social movements or related activism and advocacy in the field of sexual health and rights, and land, water, and climate justice with experience working in El Salvador and in-depth knowledge of the legal, political, social, and economic contexts in the country. They must have a keen understanding of how local activists can build partnerships with national and global activist networks to create impactful change.

**Responsibilities include, but are not limited to:**

*Strategic Planning and Analysis:*

- Contribute to the development and implementation of AJWS thematic, country-based strategies.
- Develop and share analysis of key actors in Salvadoran government and civil society in e.g., Legislators, think tanks analysts, NGOs, social movements and grassroots organizations) that promote:
  - The human rights to water and land
  - Food sovereignty
  - Climate justice
  - Indigenous People's rights
  - Gender justice
  - Sexual orientation and gender identity and expression
  - Sex worker rights
- Develop analysis of current events that affect the political, economic, and social context of AJWS's grantmaking in country. Analyze future trends that may affect AJWS partners and grantmaking.

*Accompaniment of AJWS Partners:*

- Provide technical support for partners in areas such as report development, monitoring and evaluation, and strategic planning.
- Contribute to the development of partner proposals and budgets:
  - Coordinate with the thematic Program Officers (based in the U.S.) to develop agreement on proposal focus and budget amount

- Contribute to updating of AJWS grantmaking database
- Complete periodic monitoring and evaluation reports
- In collaboration with partners, evaluate organizational needs and develop recommendations of capacity strengthening priorities.
- Maintain continuous coordination, communication, and support with partners through email, telephone, and site visits.
- Support partner security and protection response, based on context and need.
- Provide recommendations regarding existing thematic portfolio gaps and practices to strengthen funder support for grassroots organizations.
- Participate and provide support in planning and implementing meetings and exchanges between AJWS partners.

*Coordination and Communication:*

- Provide logistical support and accompaniment for in-country visits from AJWS staff and groups of persons affiliated with AJWS, including delegations.
- Represent AJWS in funder spaces, forums, meetings, and regional conferences.
- Support AJWS fundraising and communications activities as needed.
- Participate in AJWS programmatic and thematic meetings.

**Position Requirements:**

- Minimum 3-5 years of relevant professional experience working and living in El Salvador on human rights, social movements, community-based organizing, and capacity strengthening processes.
- A Bachelor's Degree in a relevant field (law, human rights, international development) strongly preferred.
- Knowledge of human rights issues, specifically with regards to AJWS's priority areas: LGBT communities, sex workers, feminist and youth organizing, Indigenous and peasant communities, and social movements in El Salvador.
- Proven ability to develop and implement strategies to support capacity strengthening, based on identification of gaps and recommendations.
- Experience in developing proposals, budgets, and reports for donors.
- Proven experience in communicating and working with grassroots organizations and with diverse communities, including LGBT communities, sex workers, Indigenous communities, feminists, peasants, etc.
- Ability to objectively analyze sociopolitical and human rights context in El Salvador.
- Experience working with the international donor sector, including development and implementation of funding strategies.
- Highly organized, with the proven ability to work independently, prioritize and

- and complete multiple projects, meet deadlines and maintain consistent attention to detail.
- English written and oral proficiency is a plus.

### **How to Apply**

Please submit resume and cover letter by **May 6, 2022**, in an email titled “Country Specialist for El Salvador” to [iccjob@ajws.org](mailto:iccjob@ajws.org). Applications will be accepted in English or Spanish. Due to high volume, only those candidates selected for an interview will be contacted

AJWS is an equal opportunity employer. People of color; lesbian, gay, bisexual, intersex, trans and gender non-conforming people; women; and differently abled people are encouraged to apply. We also encourage applications from people of diverse religious, spiritual and cultural backgrounds.

