



# Call for Applications

**Director of Learning**

**Tassi Hangbè**

**Interdisciplinary University**

## 1. About QAYN

**Queer African Youth Network (QAYN)** is a queer and feminist organization founded in 2010 with the aim of establishing an extensive support network to promote the wellbeing and safety of **lesbian, gay, bisexual, transgender** and **queer people in West Africa and Cameroon**. To us, wellbeing is having:

- Self-determination to be agents of our own lives
- Safety to be who we are, free of harm
- Stability to gain and maintain what we value in our daily lives
- Access to adequate resources to live a dignified life.

We are committed to building an autonomous movement led by lesbian, queer women, trans\* and gender non-confirming young activists.

Struggle is an untidy process, and our organizing practice embraces the messy complexities of the world and of our own actions. We organize from the understanding that we have the knowledge and capacity to address the issues affecting our lives and to effect changes while grappling with the reality of living complicated and contradictory lives. Developing a collective appreciation for uncertain outcomes and slow growth while learning and making mistakes through doing are embedded in what we do.

Together, advocacy, movement-building, research and documentation are the strategies that enable us to achieve our mission. These efforts are shaped by feminist methodologies for organizing and research – translated into our realities – that shape our conceptual analysis and methods of action.

## 2. Background

The first ten years of QAYN were punctuated by the development of the LGBTQ movement with initiatives such as the Activist School, a Bootcamp, as well as various workshops that gave a political and organizational orientation to LGBTQ leaders in West Africa and Cameroon. However, over the years, we have come to realize that despite the motivation and determination that drives our communities, our movement unfortunately lacks the technical and political capacities necessary for greater impact. It is also clear that in our region, the LGBTQ movement has yet to establish itself as an integral part of the general human rights movement. As a result, we are committed to dedicating the next ten years to the strengthening of the LGBTQI movement in the region.

Thus, it is driven by a desire and motivation to further the LGBTQI movement that QAYN is embarking on a most ambitious project: **developing the first interdisciplinary learning space to strengthen the LGBTQI movement in francophone Africa**. This space, which is intended to be conducive to reflection and capacity building in various fields necessary for the advancement of the movement, will be called the **Tassi Hangbè Interdisciplinary University of QAYN**.

We are therefore seeking the services of a qualified individual to accompany the realization of this important initiative.

### 3. Description

The Tassi Hangbè Interdisciplinary University will consist of **a three-week biennial residential training program** for participants from **across francophone Africa**. Each edition will offer a variety of modules which participants will be able to choose from. Participants will include **LGBTQI activists, feminists, academics, human rights defenders, allies**, and individuals interested in advancing the LGBTQI movement in francophone Africa and human rights in general.

The main objectives of the Interdisciplinary University are:

- 1** **Contribute to the technical and political capacity-building of the LGBTQI movement in francophone Africa**
- 2** **Foster the creation of a range of resources and expertise within the movement**
- 3** **Facilitate exchange and the creation of partnerships between LGBTQI activists and allies, feminists, academics and other human rights advocates**

## 4. Responsibilities of the Director of Learning

The Director of Learning is a key part of the Tassi Hangbè Interdisciplinary University and will be involved in all aspects related to the university, from planning to post-training evaluation. They will perform their mission in close collaboration with the QAYN Coordination. The responsibilities of the Director of Learning will include but not be limited to:

### **On the administrative level :**

- Recruiting and managing the teaching staff
- Ensuring the training, monitoring and evaluation of the teaching staff
- Participating in the recruitment process of the university participants
- Contributing to the creation of strategic partnerships for the university
- Researching and managing the university's accreditation process
- Reporting

### **On the programming level :**

- Taking part in the university needs assessment process
- Analyzing the needs assessment results
- Managing university programming
- Developing and implementing a teaching methodology
- Supervising the development of training modules by the teaching staff
- General oversight of the university
- Supporting the teaching staff as needed

## 5. Experience & Qualifications

We are looking for a Director of Learning, with a solid background in education and management. They should:

- Have a Master's degree or PhD, preferably in the fields of legal and political sciences or social sciences;
- Have at least 3 years of experience in academic and professional training;
- Have experience in developing training programs;
- Have experience in andragogy;
- Have experience managing teams;
- Have experience working with the feminist and LGBTQI social justice movement in Africa;
- Have knowledge of the LGBTQI movement in Africa, with an understanding of current issues affecting the movement;
- Have a perfect command of French;
- Be available immediately.

## 6. Duration of the Project

The position is available **immediately** and the successful candidate will serve until the close of the interdisciplinary university's first edition planned for **July 2022**.

## 7. Obligations of the Director of Learning

The Director of Learning shall perform all tasks in accordance with the present Terms of Reference. They shall use all possible means to perform the assignment with probity and in a professional manner.

They are bound to strict confidentiality on all communications and documentation received, perceived or observed in the course of this mandate.

## 8. How to Apply ?

Interested candidates should send their application including **a resume, a cover letter** as well as **two (2) letters of recommendation**.

**Note:** Letters of recommendation should come from references who can attest to your past professional performance and your ability to lead this project. They should also specify the nature and duration of your professional relationship.

Applications should be sent to **contact@qayn.org**, with the subject line «**Interdisciplinary University - Director of Learning** », no later than **September 3, 2021**.

As a queer feminist organization, QAYN seeks to contribute to the skill-development of members of the LGBTQI community, especially in francophone Africa. We are therefore particularly interested in candidates who not only have the required technical expertise and knowledge, but who are also part of, or have experience with the community.

**Applications from LBQ women, trans\* and non-binary people are strongly encouraged.**