

**Global Alliance for Green and Gender Action (GAGGA)
Communication Strategist
Terms of Reference**

I. INTRODUCTION

Are you a talented and creative communicator with an affinity for gender and environmental justice? Do you have the ability to translate local stories to influence governments, investors and donors? Are you seeking a strategic role to support movements in conveying their advocacy messages for transformative change in the backdrop of the climate crisis and growing inequalities? If yes, the [Global Alliance for Green and Gender Action \(GAGGA\)](#) is looking for you. GAGGA is a vibrant and diverse network, established in 2016, involving women's funds, environmental justice funds, NGOs, and women-led community-based organisations, joining forces to strengthen the nexus of women's rights, gender, climate, and environmental justice at local, national, and regional levels in Africa, Asia, the Pacific, Latin America, Europe and globally. GAGGA works towards enhancing linkages and collaboration among women-led CBOs and women's rights, gender, environmental and climate justice CSO and movements at multiple levels, to pursue lobby and advocacy (L&A) agendas for environmental and climate justice that amplify women's, girls' and trans, non-binary and intersex peoples' leadership, resilience, agency and promote their human rights. Specifically, GAGGA aims to influence governments, investors, and donors at multiple levels to divest from fossil fuel (related) industries, defend critical ecosystems and support inclusive, sustainable and gender-just climate solutions.

GAGGA is led by the Fondo Centroamericano de Mujeres (FCAM), based in Costa Rica, in collaboration with Mama Cash and Both ENDS, both based in the Netherlands. It is supported by the Ministry of Foreign Affairs of the Netherlands (MFA) under their Power of Voices (PoV) programme (2021-2025), following on from their support provided by the Dialogue and Dissent (D&D) programme (2016-2020). [Global Greengrants Fund](#), [Prospera – International Network of Women Funds](#), [Women's Environment & Development Organization \(WEDO\)](#) and [350.org](#) are strategic allies to the alliance, developing and offering insights into the importance of resourcing women's rights, environmental and climate justice; strengthening L&A on climate finance; and building connections with climate justice movements.

II. GAGGA COORDINATION

GAGGA is in the midst of an exciting phase of growth since 2021 and we are looking to strengthen our cross-movement building and advocacy strategies. As a result, we are looking to expand GAGGA's small yet global and passionate coordination team by recruiting a part-time Communication Strategist.

With a flair for campaigning and conveying stories of frontline climate action and resistance, the Communication Strategist will amplify the demands and successes of GAGGA's partners across the globe. The Communication Strategist will work closely with the current coordination team which is made up of two co-coordinators and a PMEL officer as well as GAGGA's three alliance members FCAM, Mama Cash and Both ENDS. Additionally, the Communication Strategist will have the opportunity to interact and collaborate with GAGGA's global network of over 20 Women's Funds, 7 Environmental Justice Funds, 35 NGOs and 400 community-based

organisations to carry. Below further information is provided on the role's objectives, work areas and skills required:

III. KEY RESPONSIBILITIES

- The Communication Strategist will be responsible for building, developing, implementing, and monitoring a communications strategy that aligns with the strategic goals of GAGGA and alliance members. This will be done in close coordination with the GAGGA co-coordinators and relevant committees and working groups. In particular, the responsibilities will include:
 - **Coordination of the GAGGA cross-platform and multi-audience communication activities:** be responsible for GAGGA wide internal and external communication; plan, collate, write, edit and update content for a variety of internal and external communications mediums used by GAGGA (GAGGA newsletter, GAGGA website, GAGGA Social Media, publications, announcements). Working on layout and presentation will be required, following GAGGA's guidelines; Ensure consistent messaging across internal and external communications mediums; Regularly check-in and review GAGGA's communications plan and approach with GAGGA multi-lingual and diverse committees and partners for further strengthening; Assisting in the management of the communications budget, in close cooperation with the GAGGA Co-coordinators.
 - **Planning and implementing campaigns:** Support the planning and implementation of communication campaigns with specific advocacy objectives and targets related to for example climate justice, water justice and supporting women human rights and environmental defenders, working closely with the Advocacy and Collaborations co-coordinator and the Linking and Learning co-coordinator;
 - **Story writing and interviewing:** Actively identify and document inspiring stories of change and resistance from within the GAGGA-community, creating content and convincingly communicating this to advance GAGGA's advocacy goals.
 - **Proofreading and editing:** Proofread GAGGA Annual Reports and Annual Plans as well as other publications (such as research, case studies, etc.); Ensure GAGGA's values are reflected through adequate and inclusive language use, linked to gender justice and environmental justice, movement building and a human-rights approach.
 - **Strategising and coordination of Communication Working Group and partners:** Strategize with the different committees and working groups that need communications support for their work. Jointly further define the communications plan for these committees' needs, providing advice and direction. Monitor the implementation and provide guidance where needed.

IV. SKILLS NEEDED

- Degree or equivalent experience in one or more of the following disciplines: Mass Communications; Development Communications; Organisational Communications, Journalism, or other relevant fields.
- Experience working on communications' activities for complex, multi-actor lobby & advocacy programmes and activities, particularly bridging local, regional and global spaces related to feminist, climate and environmental justice movement-building as well as policy negotiations such as the UNFCCC climate meetings.
- Experience in communication campaigning particularly with movements with a feminist/environmental/climate/social justice lens.
- Proven expertise in working with international large multi-actor and multi-level programmes, especially in strategic communications planning.
- Knowledge and involvement in international cooperation, gender justice, climate justice and environmental justice, with an intersectional approach.
- Experience of working in some of the GAGGA countries and/or regions (required).
- Strong writing, editing, proofreading, layout and design, professional printing/publishing skills.
- Ability to work with diverse groups of people and actors, including local organisations; to build trust as the basis for joint actions and ability to conduct interviews with people affected by human rights violations (trauma sensitive approach).
- Creative and innovative.
- Self-motivated and organised.
- Excellent time management and planning skills.
- Pro-active, not afraid to dig deep for stories and not afraid to search for information/do interviews online.
- Fluent English speaker; knowledge in Spanish and French (desirable).
- Experience with InDesign and Adobe Suite (desirable).
- Experience with Web Design (WordPress) (desirable).
- If required, ability to travel.

V. OTHER INFORMATION

- 36 hours /week.
- Salary: 2400USD/month.
- Works fully remotely : the GAGGA Coordination Team and the members of FCAM, the Lead of the GAGGA program, work from different localities and different regions.
- The selected candidate will have a consultant contract with FCAM and will report to GAGGA's Advocacy and Collaborations Co-Coordinator.
- Expected start date end of February/beginning of March 2023.

Please send your cover letter and CV with the subject line "Application Communication Strategist" to n.grutter@fondocentroamericano.org. Deadline: 21st of December.