

## Global Alliance for Green and Gender Action (GAGGA) Linking and Learning Co-Coordinator Terms of Reference

### I. INTRODUCTION

The [Global Alliance for Green and Gender Action \(GAGGA\)](#) is a vibrant and diverse network, established in 2016, involving around 24 women's funds, environmental justice funds, 31 NGOs, and 440 women-led community-based organizations, 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 movements at multiple levels, to pursue 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). GAGGA also received support from other bilateral as well as philanthropic donors. [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

With the growth of the programme since 2021, and a clear strategic vision to strengthen its cross movement-building and advocacy work, GAGGA's Alliance Members took the decision to expand GAGGA's Coordination Unit, by setting up a structure that is led by Co-Coordinators, working together with a PMEL Officer, a Communications Specialist and a Programme Assistant.

The Co-Coordinators will work together, thinking and acting as GAGGA, to fulfill its goals and realize its potential. They have a clear role to facilitate and strengthen relations and work processes between alliance members, based on the agreed principles and ways of working. Furthermore, each Co-Coordinator will focus on key strategic areas of work for GAGGA: Linking and Learning (this vacancy) and Advocacy and Collaborations with the aim of strengthening our collective work under our Linking and Influencing Strategies.

### III. LINKING AND LEARNING CO-COORDINATOR

Are you passionate about cross-movement building and advocacy work? Do you believe in the power of feminist movements to defend and advance human rights, environmental and climate justice globally? If yes, then GAGGA wants you to join our team as the Linking and Learning Co-Coordinator!

As our Linking and Learning Co-Coordinator, you will play a crucial role in strengthening connections and facilitating opportunities for learning and collaboration between GAGGA partners and allies from the climate, environmental justice, and women's rights movements across local, regional, and global levels. You will supervise our PMEL officer, use M&E outcomes to strengthen our Linking and Learning strategy, and identify opportunities for joint learning, strategizing, and collaboration within and amongst regions on gender-just climate solutions.

We are looking for someone who thrives in a purpose-driven international context and enjoys working as part of a team as well as independently while being service-driven with an eye for detail. You should have excellent relationship management and coordination skills, be able to think strategically and work collaboratively, and be passionate about gender, climate justice, and human rights.

Join us in our mission to advance feminist movements and create a better world for all!  
Below further information is provided on the role's objectives, work areas and skills required:

#### **IV. OBJECTIVES AND WORK AREAS**

As the Linking and Learning Co-Coordinator, you will be responsible for strengthening cross-movement building and collaboration between GAGGA partners, as well as support GAGGA with the following:

- **Jointly Coordinate GAGGA:** Work together with the Advocacy and Collaborations Co-Coordinator to stay up-to-date with everything happening across GAGGA. You will use this big picture view to make connections, suggest ways to leverage opportunities across the three different GAGGA strategies (Strengthening, Linking and Influencing), and address overlaps and gaps. You will also help to strengthen relationships between alliance members and lead in the facilitation of planning, learning, and organizational reflection spaces.
- **Coordination and facilitation of collective opportunities and processes for GAGGA's Linking and Learning Strategy:** with an eye to cross-movement building and strengthening, you will lead work that allows for the networking and connection between GAGGA network partners (CBOs, Funds and NGOs) across Africa, Asia, the Pacific, Latin America and Europe for collective gender just climate action. This includes identifying and facilitating opportunities for joint learning, strategizing and collaboration within and among regions on gender-just climate solutions. This should be driven by the interest, demands and knowledge of GAGGA network partners.
- **Co-Lead and manage the GAGGA Coordination Unit:** together with the Advocacy and Collaborations Co-Coordinator, you will co-lead the Coordination Unit to deliver its coordination function to the consortium including supporting FCAM as lead and managing accountability to GAGGA's donors.
- **Relationship strengthening with GAGGA partners:** You will maintain and strengthen relationships with GAGGA partners, ensuring their insight and contributions to GAGGA's work. You will share relevant information and opportunities with the GAGGA network and act as a liaison between GAGGA and its partners. You will identify opportunities for Linking and Learning and knowledge generation between partners from the GAGGA network with the aim to achieve the objectives of GAGGA.

- Support the GAGGA grant management (budget administration, planning and reporting): supporting the Advocacy and Collaborations Co-Coordinator, in the management and implementation of grants received for GAGGA, support the management and implementation of GAGGA's overall budget. This would include supporting the development of annual reporting and annual planning.
- Supervision of PMEL activities: You will supervise the PMEL officer, using the PMEL work to strengthen the Linking and Learning strategy and use M&E outcomes to drive the GAGGAs decision-making.
- General Relationship management: You will contribute in building and managing relationships with all of GAGGA's donors, allies and partners in coordination with the alliance members and GAGGA committees.

## V. SKILLS NEEDED

- Master's degree in a related field (public policy, political science, gender studies, environmental studies, or related field) or equivalent experience (at least five years) in a professional or volunteer role in one of these fields.
- Strong commitment to environmental and climate justice, women's rights and gender justice. Understanding of cross-movement building, with knowledge on women's rights, gender, environmental and/or climate justice is an added value;
- Proven experience (at least five years) in working with women's rights, feminist, environmental and climate justice activist grassroots movements, particularly from the Global South.
- Expertise in working with large global, multi-actor, multi-cultural and multi-level programmes.
- Knowledge of working with community-based organizations in the Global South is an asset.
- Experience in enabling multiple organizations to work together at different engagement levels (local, national and international);
- Knowledge of some or all GAGGA partners, their constituencies and geographical reach, how they operate and relationships between them;
- Knowledge of PMEL work and reporting requirements for bilateral donors, including experience in developing annual planning and reporting to bilateral donors (preferred)
- Proven experience or interest in co-leadership and co-coordination positions;
- Ability to facilitate multilingual spaces and conduct linking and learning sessions with a diversity of grassroots movements.
- Ability to build trust across multi-actor collaboration as the basis for joint actions;
- Ability to self-organize and work in a structured and independent manner;
- Strong analytical, communications and writing skills;
- Fluency in Spanish and English. Knowledge in French is a plus.

**If you are committed to collective work, cross-movement building, and creating opportunities for joint learning and collaboration, then we want you on our team! Please react and send your application (CV and cover letter) to [aplicaciones@fondocentroamericano.org](mailto:aplicaciones@fondocentroamericano.org) no later than Friday, June 9.**

Due to the large volume of applications we receive, we will only be able to contact those candidates who are being most actively considered for a position.

## **VI. OTHER INFORMATION**

- 40 hours /week.
- Salary: 45'500 per year + additional benefits.
- 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.
- Regularly international travel.
- The selected candidate will have a consultant contract with FCAM.
- Expected start date beginning of August 2023.