

CALL FOR APPLICATIONS FOR BOARD MEMBERSHIP

BACKGROUND

Gender Dynamix (GDX) is the oldest registered trans and gender diverse specific human rights organization in Africa focused on human rights realisations for trans and gender diverse persons across Southern Africa. Having started in July 2005 as a one-person show, the organization has over its 15-year journey grown into a fully-fledged non-governmental organization. GDX prides itself on being led by a Board of Directors and Operations Team that each consist of 60%+ trans and gender diverse persons, making it authentically community-led. Its strategic priority areas include championing access to gender affirming healthcare, legal gender recognition on the basis of gender self-determination and trans-inclusive quality education, amongst others. Its strategic drivers comprise: Advocacy and Research, Capacity Strengthening, Facilitating Community Access to Direct Services and Regional Movement Strengthening. Although the organisation's programmatic reach is focused on Southern Africa, it also has a continental focus and global footprint. For more information on our work please visit our website at <https://www.genderdynamix.org.za/>.

CALL FOR APPLICATIONS TO JOIN BOARD OF DIRECTORS

GDX's Board of Directors consists of various trans and gender diverse human rights activists and non-queer champions and allies who dedicate and volunteer their time to advance the work of the organisation by ensuring good governance in fulfilling its mandate.

As part of its Succession Plan, GDX is currently looking to recruit a new Treasurer to shadow and take over from the current Treasurer upon his planned departure in the first quarter of 2021. In safeguarding and sustaining this function within the Board of Directors, GDX would like to invite applicants from across Southern Africa to apply.

The Board, as the organisational governance structure, provides high-level strategic thinking and leadership for the organization to safeguard sustainability and accountability. This includes working closely with the Executive Director and so doing with the broader operational team to set and execute organizational goals and objectives aligned to the strategic direction of GDX. The Treasurer provides financial oversight whilst effectively supporting the Executive Director and Finance Manager with adherence to financial compliance issues and fundraising initiatives, alongside other members of the Board.

DUTIES

A successful candidate will be expected to:

- i. Understand the political environment and diverse lived realities and challenges endured by trans and gender diverse persons;
- ii. Positively represent the organisation, by:
 - Promoting and advancing the vision, mission and values of GDx;
 - Acting as an ambassador of GDx in various platforms and spaces;
 - Connecting the organization to other movements, strategic stakeholders, funders, sectors and fields.
- iii. Provide strategic financial oversight, by:
 - Supporting and guiding the leadership of the Operations Team, specifically the Executive Director and Finance Manager;
 - Applying a sound understanding of organisational governance in relation to legal and financial compliance and how it relates to operations. This includes:
 - Ensuring that interim financial statements are prepared prior to, and presented at, every Board meeting;
 - Ensuring that the Annual Financial Statements are prepared at the required intervals; and
 - Approving all capital and other significant expenditure, subject to such guidelines and/or instructions as may be issued by the Board from time to time.
 - Assisting in identifying new strategic opportunities for fundraising to safeguard financial sustainability in the organization and to serve the needs of trans and gender diverse persons long-term.
- iv. Diligently execute Board functions, by:
 - Responding timeously to board inquiries, needs and communications;
 - Attending 80% of board meetings in the year and acquaint self with all relevant materials and documents to be discussed in meetings. The Board of Directors currently meet four (4) times in a year with possibility of ad-hoc meetings (both virtual and physical) in between the above stipulated four.

SKILLS, QUALIFICATIONS OR EXPERIENCE

GDx recognises that structural and systemic inequalities results in trans and gender diverse persons being deprived of and denied access to formal education and professional development opportunities. In knowing this, GDx does not solely focus on formal qualification as a determining

factor for the appointment of a new Board member. It also focuses on the skillsets and experience that candidates bring in fulfilment of duties. The requirements for the position are:

- i. Candidate must have a Financial Management background;
- ii. Aptitude for reading and understanding financial reports;
- iii. Ability to compile and complete financial reports;
- iv. Experience in preparing and writing budgets; and
- v. Familiarity with requirements for audits and experience/knowledge with buy-supplier negotiation.

ATTRIBUTES OF AN IDEAL CANDIDATE

The ideal candidate must be self-motivated, energetic, highly organised and have an understanding of trans and gender diverse people and communities. Have an interest, understanding or passion for concepts such as gender, sex, gender identity, gender diversity, bodily autonomy and bodily diversity.

Other key qualities include:

- Passion for the work of Gender Dynamix.
- Ability to prioritize GDx and Board Service.
- Ability to follow through with commitments.
- Comfort in working in group settings with people with diverse gender identities, gender expressions, sexual orientations and bodily diversities.
- Display strong cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Highly organised, efficient and methodological.
- Maintain the highest level of confidentiality in the interests of the organisation.
- Need to be prepared and able to travel for various board meetings in the year.
- Ability to plan, prioritise and deliver tasks on time, particularly in sharing notes and minutes from all the meetings of the board.

DEADLINE

Applications close **30 July 2020**. Only shortlisted candidates will be contacted. Please forward the following documents to humanresources@genderdynamix.org.za:

- i. Curriculum Vitae;
- ii. With a short Cover Letter (not exceeding 500 words).

Preference will be given to trans and gender diverse persons with relevant experience, qualifications and/or skills.