

## 1. Position Details

<b>Position Title</b>	:	SOGIESC Rights Officer (SRO)
<b>Contract Period</b>	:	12 months (Renewable based on performance) with 3 months' probation.
<b>Reports to</b>	:	Executive Director
<b>Location</b>	:	APCOM Secretariat Bangkok, Thailand

## 2. About APCOM

[APCOM](#) is a not-for-profit regional organization based in Bangkok, Thailand, representing and working with a network of individuals and community-based organizations across 38 countries in Asia and the Pacific.

APCOM works to improve the health and rights of gay men, other men who have sex with men and people and communities of diverse SOGIESC across Asia and the Pacific.

APCOM also focuses on improving relevant human and legal rights across the region as discrimination, stigma, criminalization, and exclusion impact on the health outcomes of the communities we serve.

More information about APCOM can be accessed [here](#)

## 3. About (IM) Part

(IM) Part is a three-year project (started in 2021) which is being implemented in Cambodia, Indonesia, Laos, the Philippines, and Thailand. This project aims to engage with the Asia Development Bank and the private sector for LGBTQI inclusion, for increased LGBTQI social and economic inclusion and non-discrimination in policies, practices, spaces, and activities. **About the Position**

### 4.a. SOGIESC Rights Officer

APCOM is seeking a SOGIESC Rights Officer who can lead the (IM)Part project and contribute to the further development of APCOM's LGBTQI strategies and approaches.

### 4.b. Duties and Responsibilities

SOGIESC Rights Officer will be part of the Programmes Unit of APCOM and is expected to perform the following tasks.

#### Project tasks

- Lead the implementation of (IM)Part project components at the regional level and provide technical assistance and guidance to country partners in implementing the in-country project components.
- Coordinate and liaise with country partners organizations to ensure timeliness of conduct of project components
- Lead in engaging multi-lateral development financial institutions for LGBTQI inclusion through lobby and advocacy activities
- Conduct evidence building to support awareness-raising, lobby, and advocacy for LGBTQI inclusion.
- Manage communication with potential stakeholders including donors/ funders.

- Develop reports and ensure its timely submission to donors/funders in compliance with their requirements.
- Engage with other organizations at the international and regional level who are working on LGBTQI social and economic inclusion, for partnerships and synergies
- Identify opportunities for forwarding LGBTQI inclusion with various stakeholders
- Carry out any other tasks as required by the project .

#### **Organizational and other tasks.**

- Contribute to further enhancing the overall LGBTQI social and economic inclusion work of APCOM
- Mapping of donors active in Asia and the Pacific in LGBTIQ/SOGIESC rights, their priorities, and focus countries, and stakeholders and programs in Asia and the Pacific on SOGIESC and LGBTQI rights,
- Lead and/or participate in developing proposals related to LGBTQI social and economic inclusion
- Assist in the development of new media tools that are innovative, replicable, and impactful while generating learning and knowledge related to the human rights of LGBTIQ/SOGIESC people in the Region;
- Innovate and implement new programme designs for APCOM on the intersections between LGBTIQ/SOGIESC rights and and HIV and health;
- Develop knowledge products including policy briefs (e.g. Legal Environments Policy Brief), or other types of documents, that contain compelling information in relation to SOGIESC and LGBTQI rights for advocacy with various sectors (governments, UN, private sector) related to LGBTQI social and economic inclusion.
- Liaise and coordinate with other stakeholders including but not limited to LGBTQI organizations, UN, government agencies, regional networks; and
- Perform other tasks as assigned by the supervisor.

#### **4. Knowledge and Skills Requirement**

##### **Education:**

- Bachelor's degree in human rights, social sciences or other relevant field; relevant years of experiences may be considered in lieu of this.
- Preferably with advanced degree in development studies, gender studies, social sciences, political sciences or related field with focus on gender studies, human rights, and/or social inclusion. Relevant work experience will be considered in lieu of advanced degree.
- Ideal applicant must have a minimum of five years of work experience related to human rights, SOGIESC, and inclusion.

##### **Experience, skills and knowledge required**

- Demonstrated work and professional experience in and/or with non-profit organisations, especially related to human rights, SOGIESC.
- Experience in building partnerships, shaping development programmes on human rights and SOGIESC, and mobilising resources.
- Working experience in monitoring and documenting human rights situations in local or national level;

- Ability to work in a multi-cultural and international environment based on mutual respect and tolerance. Ability to exercise good judgement, discretion and tact in handling sensitive issues.
- Experience in developing complex programmes, working collaboratively with multiple stakeholders and on resource mobilisation would be an asset.
- Excellent written and oral communication skills; fluency in English required. Other Asian languages are an advantage.
- Proven organisational and task management skills, with appropriate attention to detail and ability to prioritise work among multiple competing demands, and under tight deadlines.
- Ability to manage multiple workflows at the same time.
- Team player, with a positive, enthusiastic and self-motivated attitude,
- Experience in project management, programme administration/coordination;
- Experience in basic research/mapping;
- Experience in developing and conducting learning sessions related to human rights and SOGIESC
- Desirable but not necessary - Attended trainings on Human Rights, international instruments, Conventions and Principles on human rights;

### **CORE COMPETENCIES**

- Be a Team player
  - Communicate effectively
  - Demonstrate a passion for the sector
  - Be ethical and fair
  - Have an attitude to learn and coach others.
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## **PREPARING YOUR APPLICATION:**

If you think you have the passion, skills and qualifications for this position and would like to join our team please prepare your application, by addressing each point listed in section 4 '**Knowledge and Experience Requirements**' in the above position description/brief. You are required to state how your skills, knowledge, experience and qualifications relate to the position. It is recommended that you address each criteria separately in point form. You should use statements with examples that clearly demonstrate your competency in a particular area.

Applicants who fail to demonstrate the knowledge and skills required for this position in their application will not be invited to attend an interview.

Please attach this application along with your CV, covering letter and proposed monthly rate and submit to the APCOM Secretariat by emailing [JoinUs@apcom.org](mailto:JoinUs@apcom.org) no later **18:00 GMT+7 on 24 May 2022**.

The completeness and relevance of your application will determine whether or not you are called for an interview. Where a large number of applicants meet the essential and desirable requirements, only those applicants who most strongly meet the requirements will be selected for interview. The shortlisted candidates will undergo an online written test and oral interview.

## **SUBMISSION CHECKLIST:**

Please ensure that you have attached and included the following information to ensure your application is complete.

1. Complete application (addressing each of the points in Section 4: 'Knowledge and Experience Requirements')
2. CV with 3 references
3. Cover Letter (Please include proposed monthly salary in THB)

For questions or enquiries for the position, please contact the recruitment focal point at [operations@apcom.org](mailto:operations@apcom.org)