VACANCY NOTICE FOR THE RECRUITMENT OF
BOARD MEMBERS OF UHAI EASHRI

Who we are
UHAI is Africa's first indigenous activist fund supporting the human rights of sexual and gender minorities and sex workers. We have been the first funder to most LGBTIQ and sex worker organisations in the Eastern African region and have sustained the majority of them with successive support over the years. In doing so, we have built considerable expertise in grant-making, grown our knowledge of the context through research, and nurtured deep relationships with many organisations, collectively achieving results. UHAI sees itself not purely as a funder, but rather as a catalyst for change within Eastern Africa and at regional and global platforms on matters marginalization, inequality and in the pursuit of social justice for all. Although based in Nairobi, UHAI funds activists organising in Burundi, Democratic Republic of Congo, Ethiopia, Kenya, Rwanda, Tanzania and Uganda, and further supports Pan-African organising across the continent.

We are an activist fund, because we prioritize our communities, enabling agency and voice, and ensure funding decisions are driven by our constituencies and on-the-ground exigencies. Beyond funding, we deliberately grow our constituencies and capacities, undertake baseline research to better respond to the organising landscape, convene activists from across Africa to promote peer learning and best practice exchanges, and support efforts that build knowledge, effectiveness, accountability, sustainability and integrity.

We are a Feminist identifying organization whose vision is to live and embody revolutionary love. Our mission is to be an innovative, accessible, inclusive and responsive activist-led fund, working to achieve equality, dignity and justice for the sexual and gender minorities and sex workers across Eastern Africa; while also being actively involved in Pan-African movements. Our core values are outrage and love, authenticity, listening as a political act, solidarity, quality and excellence, radical thinking, agency, creativity, collaboration, learning and reflection, diversity, inclusion, equity and justice.

About the UHAI Board
Currently, UHAI has a Board of 6 members, and 2 ex-officio members who are UHAI’s Co-Executive Directors. Consistent with UHAI’s identity and commitment to local activist leadership at all decision-making levels, our Board is recruited from LGBTIQ and sex worker organising in Eastern Africa.

The Board governs and has fiduciary responsibility for UHAI. They accomplish this oversight and monitoring function by keeping informed about UHAI’s activities and making decisions that ensure UHAI fulfills her mission. With a Board that includes grantee partners, we employ a very strict conflict of interest policy. As a governance Board, the UHAI board is not involved in the day to day running of the secretariat, including approval of grants. They approve UHAI’s periodic strategic plans, annual work plans, annual budgets, and yearly financial reports; and they also authorise changes in UHAI’s policies. Lastly, the Board themselves select and invite successive Board members.

Whilst the Board governs UHAI, a staff team of 16, implements its programming headed by two Co-Executive Directors.
Key Responsibilities of UHAI’s Board

1. Provide UHAI with strategic oversight through the development and review of UHAI’s strategic plan and policies;
2. Provide governance to UHAI to ensure we meet our mission and goals, including by approval of the yearly work plans and budgets, progress and financial reports;
3. Participate in the appointment of auditors and approve programme and financial audits;
4. Oversee the Co-Executive Directors and provide supervision, yearly appraisals, and support;
5. Attend all Board meetings, held twice yearly, and virtual Board briefings held twice yearly.
6. Participate in the recruitment of senior members of staff at UHAI;
7. Where feasible and as appropriate, engage in key UHAI events such as the biennial Changing Faces, Changing Spaces Conference (CFCS);
8. Adhere to UHAI’s confidentiality, and conflict of interest policies.

Our Search

We now seek two additional Board members who would ideally:

1. Be Eastern African nationals or residents;
2. Come from various activist and professional backgrounds. Sex Workers and Trans activists are highly encouraged to apply;
3. Demonstrate a strong understanding of and a commitment to human rights and social justice;
4. Are committed to our political stance and values as laid out in our mission statement;
5. Possess excellent knowledge of and an analysis of the sexual and gender diversity and expression and Sex Work concerns in Africa, especially in Ethiopia, Uganda, Kenya, the Democratic Republic of Congo (DRC), Burundi, Tanzania, and Rwanda; as well as have a good knowledge of the civil society landscape generally; and are well respected in the progressive LGBTIQ and Sex workers movement within the region.

Terms of Service

Board membership is voluntary, and for a term of 3 years, renewable twice.

Whilst Board members at UHAI are not remunerated, all costs related to attending Board meetings and carrying out Board responsibilities (including travel) are covered by UHAI.

How do I Apply?

Please email Co-EDs@uhai-eashri.org your CV and a letter of interest discussing your interests, skills, and background by 31st July 2020. Use the email subject “Board Vacancy” when you apply.