

Join Our Team

Job Announcement

FAIR SHARE of Women Leaders aims to accelerate intersectional gender equity in the social impact sector. We track the number of women in the sector's leadership on an annual basis, call on organisations to commit to a FAIR SHARE of women leaders by 2030 at the latest, and advocate for Feminist Leadership as a paradigm to transform organisational culture and build a fair, just and equitable sector. Find out more about our work at www.fairsharewl.org.

Since our establishment in 2019, we have:

- Set up an international and a German [FAIR SHARE Monitor](#), which measures the number of women in leadership positions in more than 200 organisations annually
- Created a community of more than 28 international and 22 German organisations who signed the [FAIR SHARE commitment](#), including Oxfam, Plan International, and Amnesty International
- Developed [events](#), [publications](#) and other [resources](#) on Feminist Leadership together with partners and visionary thinkers from around the world

The job announcement you are about to read is different

This is because we strive to explore Feminist Leadership values in our operations, challenging the way recruitment, team building, and organisational development are currently organised. We are looking for team members who will rock the boat with us, bringing in their different perspectives and experience rather than prescribing a particular profile that ticks all the boxes of a usual job ad. With this approach we aim to encourage a diverse group of candidates to consider joining us. [Here](#) you can read about our colleague Lisa Tatu Hey's reflection on this approach which she experienced herself as a job applicant.

We are at an exciting point in our organisational development to expand the scope of our work and mobilise resources to ensure a sustainable future. To drive this next phase, we are looking for

1-2 new Team Members (all genders)

Our new team members will support our work on a range of activities in the areas of:

- Event management (offline and online)
- Communications (English and German)
- Fundraising
- Administration and Project Management

The roles and tasks will be developed together, depending on the skills, experience, competences, and interests of our new colleagues. We are not looking for specific degrees or years of formal experience but for feminist changemakers with:

- A can-do attitude and willingness to take on both administrative and challenging tasks and high levels of responsibility
- An entrepreneurial spirit to take risks, seize opportunities as they arise and co-shape an ambitious young organisation
- A strong sense of ownership to contribute their skills and knowledge to the shared objective of a more equitable social impact sector
- A commitment to intersectional, feminist values and interest to explore and practise Feminist Leadership as a team
- A critical mind to challenge the status quo
- An understanding of the needs and challenges of a start-up initiative aiming to scale



We value transparency and clarity up front, hence we want to be open about the fact that we cannot offer competitive salaries, fancy office perks or extraordinary benefits (yet). However, by joining FAIR SHARE, you will have the opportunity to

- Co-create your own job profile and working areas
- Take on responsibility and ownership to shape and scale up an ambitious organisation
- Work with a dedicated and dynamic multi-disciplinary team
- Join an organisation constantly learning to practise and advocate for Feminist Leadership
- Work with trailblazing individuals and organisations from the social impact sector worldwide
- Gain professional experience, knowledge and management skills in an innovative, feminist non-profit organisation

Terms and Conditions

We are open to different contract arrangements ranging from student to full-time employment or consultancy. We will discuss the specific terms with you based both on your and our suggestions and expectations.

- Starting date: asap
- Flexible working hours full-time or part-time
- Ideally based in our office in Berlin with the opportunity to work from home. We will consider candidates not based in Berlin
- A starting gross salary around 3.000 € per month for a full-time contract

What's next?

Are you interested to meet us and find out what working with us could look like? Then please introduce yourself as soon as possible in a meaningful way by outlining

- Your motivation to join the team and how you would like to contribute to the work of FAIR SHARE
- Your experience and skills that you consider relevant to our work. We would be very interested to hear about some concrete examples in relation to the work areas mentioned above. This can include experience as a volunteer, caretaker or any other area of life.
- Potential working hours or other terms and conditions you wish to mention

Please introduce yourself with the medium of your choice – we are looking forward to reading, watching or listening to your introductions. Please note, we are currently not able to support applicants without a working visa for the EU.

Please send your application to jobs@fairsharewl.org. We are looking for someone to start as soon as possible so we will review submissions and conduct interviews on a rolling basis. After a first get-to-you know call with one of our team members, we will hold interviews in small groups with the possibility to meet virtually or in person. Read a blog by our colleague Lisa Tatu Hey about our recruitment approach [here](#).

Because we are a small team expecting a high volume of applications, we are only able to provide personalised responses to shortlisted candidates. However, if you need anything clarified or would like additional information before applying, please call us at +49 (0)160 8590 458 or email us at jobs@fairsharewl.org. We are also interested to hear any feedback on this approach to learn for future recruitment processes.

We are committed to building a diverse, inclusive and intersectional team to reflect the vision we have for the social impact sector. We therefore strongly encourage applications from those who are currently underrepresented in the sector.

We are very much look forward to hearing from you!

The FAIR SHARE team