

Join our team as a data consultant!

Job announcement for a temporary consultancy

FAIR SHARE of Women Leaders is an international feminist initiative that aims to spark and sustain a feminist transformation of the civil society sector across the globe. We do this by monitoring the gender distribution in the top leadership of civil society organisations and creating spaces for individuals and organisations to explore the concept Feminist Leadership, which has been developed and practised mainly by women's movements in the Global South, as a tool to transform leadership styles and organisational cultures. Our vision is a sector that models equity, inclusion and representation in its own structures and culture.

Find out more about our work at <https://fairsharewl.org>.

Since our establishment in 2019, we have amongst other:

- set up an international and a German [FAIR SHARE Monitor](#) measuring the number of women in leadership positions in more than 200 civil society organisations annually.
- created a regularly convening community of more than 50 international and German civil society 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
- Launched a pilot of the [Feminist Leadership Hub](#), a community space for Feminist Leaders looking for support and inspiration

Our organisation aims to further professionalise our data-related activities

Data has been a cornerstone of our work at FAIR SHARE from the very beginning. With our flagship project, the FAIR SHARE Monitor, we've been tracking the representation of women and other genders in leadership in the international civil society.

As our young organisation grows and our work with the Monitor and women's representation in leadership gains more traction, the need to consolidate our data systems and overall approach to data is becoming evident. This year, with [support from the Patrick J. McGovern Foundation](#), we initiated a process to start developing FAIR SHARE's first feminist data strategy and data governance model while exploring concepts such as data feminism and data stewardship. As we build these important organisational systems, we are committed to anchoring them in an intersectional feminist framework to foster transparency and accountability vis-à-vis the overlapping and context-specific power dynamics that affect the social impact sector.

We are at an exciting point in our organisational development to expand the scope of our work and pave the path to become a fully and sustainably data-driven organisation that uses data not only for good, but for liberation. To drive this next phase and support our team,

we are looking for a data consultant



Scope of work

- Analyse our current monitoring activities, uncover and propose ways to leverage optimisation potential
- Review the use of data in all of FAIR SHARE's other external projects' and internal operations' to help uncover and propose ways to leverage optimisation potential
- Support the data strategy development
- Facilitate and support the development of additional data-based products/projects
- Develop a training framework for the team to build capacity with regards to data fluency and conduct internal trainings
- The work will include availability for synced ideation and coordination meetings as well as asynchronous work towards creation of material

Terms and conditions

- Type of contract: freelance consultancy
- Duration of the contract: February - July 2024
- Starting date: ideally February 1, 2024
- Location: remote or in Berlin; we have a Berlin office you are welcome to work from.
- Planned working days for the entire contract: 32 days of 8 hours each (256 hours in total). The working days will accrue over a period of six consecutive months.
- Remuneration: gross daily rate of 640€ incl. VAT
- Flexible working hours, however, several hours overlap with our project managers' working time on at least one day per week is required.
- Working language is English

Who are we looking for?

We seek for a colleague with the following skills and experience:

- Relevant experience in one or several of the areas: data analysis, data science, data management, data architecture and/or data engineering
- A strong sense of ownership and initiative 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

What we offer

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:

- Learn, ideate and grow with a feminist community
- Take on responsibility and ownership to shape and scale up an ambitious organisation
- Work with an international dedicated and dynamic multi-disciplinary team
- Join an organisation constantly learning to practise and advocate for Feminist Leadership
- Gain professional experience, knowledge, and management skills in an innovative, feminist non-profit organisation



Application process

Are you interested to meet us and find out what working with us could look like?

1. Then, please fill this **form** expressing your interest in participating in this process.
2. We will reach out to shortlisted candidates for a 1:1 interview on a rolling basis.
3. We expect to fill the position by end of January 2024 at the latest, so the cooperation can start in February.

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 email us at hello@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 looking forward to hearing from you!

The FAIR SHARE team