



PREVENTION COLLABORATIVE

feminist inspired | evidence driven

Join our team! We're looking for a Capacity Strengthening Lead

The Prevention Collaborative seeks an enthusiastic expert in online and blended learning, instructional design, and capacity development to join our virtual team.

The Prevention Collaborative is a global network of practitioners, activists, and researchers working to better equip ourselves and others with the vision, knowledge, and skills necessary to end violence against women and their children. We strengthen the capacity of key actors to deliver effective violence prevention programmes, based on feminist principles and evidence- and practice-based knowledge.

A key element of our strategy is providing customised learning opportunities through an online Learning Lab—a virtual platform that offers self-directed and synchronous group courses facilitated by Prevention Collaborative staff and mentors. We also develop and deliver participatory workshops as part of our organisational mentorship strategy known as “Accompaniment.”

The Capacity Strengthening Lead will be responsible for overall strategy and management of our Capacity Strengthening workstream. They will be the primary person in charge of maintaining and expanding our Learning Lab, and ensuring the Collaborative stays current with best practice in adult learning and virtual engagement. As team lead, the incumbent will manage a small team of staff and consultants to design and implement courses related to violence, feminist practice, programme design, and implementation. Additionally, they will expand participation in our online courses and maintain coherence between the Collaborative’s capacity building efforts and other Collaborative workstreams.

Essential Functions

1. Design online and blended learning courses, using creative, innovative, and evidence-based approaches:
 - Work with subject-matter experts to develop dynamic learning sessions for in-person and virtual courses.

- Develop instructional design materials (e.g. slides, storyboards) for e-tools, e-learning courses, and videos.
 - Manage the Collaborative's relationship with the external IT firm that helps maintain the Learning Lab.
 - Cultivate new audiences for the Collaborative's e-learning courses and organisational mentoring work.
 - Help raise funds to support the Collaborative's capacity strengthening agenda.
2. Manage the Capacity Strengthening team
 - Lead the online course development team including chairing meetings, maintaining the production schedule, and ensuring deadlines are met.
 - Coach team members in instructional design and continuously share promising practices and examples of course innovations and learner engagement.
 - Produce multi-media resources to be included in the courses, with support from the Communications team.
 3. Coordinate additional internal and external learning strategies
 - Organise the Collaborative's weekly learning circles (establish a roster of topics, facilitate discussions as needed, document learning)
 - Help plan and organise the Collaborative's webinars and virtual coffees

Candidate profile

The successful candidate will bring the following skills and experience to the role:

Competencies

- Demonstrated ability to develop online self-paced and facilitated courses.
- Experience applying adult and participatory learning theories and leading-edge instructional design methods.
- Excellent project management skills.
- A demonstrated commitment to feminist values and practice.
- Previous work experience related to violence or gender transformative programming is an asset.
- Ability to manage a diverse workload in a virtual environment and to respond flexibly to changing demands.
- Strong IT skills; experience in Google environments is an asset. Other software includes: Excel/Google sheets, Trello/project management, Adobe Creative Cloud, PowerPoint/Google slides, Zoom, WordPress, and the LearnDash LMS plugin for WordPress.

Education and Experience

- Master's degree in Instructional Design, Education, Organisational Development, Communication, International Development, or other related fields with at least 5 years of

experience required in the design and delivery of learning programmes; OR a Bachelor's degree with at least 8 years of experience in the design and delivery of learning programmes.

- Experience working and/or living in different cultural contexts and geographies.
- Experience with learning management systems (experience with the LearnDash plugin for WordPress is an asset).

Compensation and Benefits

We recognise the positive value of diversity, promote equality and challenge discrimination. We welcome and encourage job applications from people of all backgrounds.

This is a home-based position, and candidates can be located in any country.

Compensation will be relative to the level of effort and experience for this position and aligned with our compensation bands.

Flexible hours: Team members join two weekly meetings at 9 am ET but the team is otherwise free to work at the time that gives you energy and makes you effective.

Learning circles: We are curious and invested in constantly learning. We do this together through Monday learning circle. We support people to stay current with the latest research and practice.

Well-being: We bring our whole selves to work and practice self and collective care.

To Apply:

Please send a CV and cover letter outlining your experience to r.nyiratunga@prevention-collaborative.org by October 27, 2021. We will review applications as they are received.