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World YWCA Director of Goal 2035

Turning collective experience into lasting impact

Are you ready to be part of a gender equality & leadership movement to expand a global vision into collective adoption and action?

Terms of Reference for Director of Goal 2035 Role

World YWCA has invested years in co-designing, testing and strengthening approaches, tools and mechanisms to advance its Purpose and Goal 2035. The next phase is to translate this collective learning into sustained implementation, wider reach and lasting impact.

As Director of Goal 2035, you will lead a portfolio of strategic initiatives focused on implementing, scaling, replicating and evolving the approaches underpinning World YWCA's Goal 2035 Theory of Change. You will connect research, learning, community action, enablement, storytelling and intergenerational leadership so that established approaches are actively used, adapted and strengthened across the movement.

You will work with affiliated entities, leaders, partners and allies to support locally relevant implementation while sustaining shared purpose, coherence and collective ambition. You will also oversee significant strategic initiatives and multi-year investments, including donor-funded efforts that create enduring value beyond individual projects.

This is an executive-level strategic leadership role.

About World YWCA

Established in 1855, World YWCA is a global women's movement working with affiliated YWCA associations, leaders and partners to advance human rights, gender equality and transformative leadership.
Goal 2035 is our collective ambition to reach 100 million young women and girls and transform power structures that perpetuate inequality.

The World YWCA connects affiliated national member associations, other formal YWCA entities, informal groups, and individual leaders across diverse communities and contexts. It also actively influences policies, regulations, and social and community norms that prevent women from realising their rights and leadership potential. The World YWCA has three strategic priorities:

- Management and governance excellence towards Goal 2035
- Strategic partnerships and communication towards Goal 2035
- Engagement and mobilisation of girls, young women, and women towards Goal 2035

Duties and Responsibilities (percentages indicate the relative emphasis of each area):

Implementation, scaling and replication (30 %)

- Translate established Theory of Change approaches, models and mechanisms into practical implementation across the YWCA network.
- Identify opportunities to scale, replicate, adapt and evolve approaches developed through collective experience and co-design.
- Enable application of mechanisms for learning, research, community action, storytelling and intergenerational leadership in diverse settings.

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- Strengthen connections among World YWCA, affiliated entities, leaders and external allies to increase reach and collective impact.
- Balance fidelity to shared purpose with responsiveness to local organizational, cultural and community contexts.

Strategic initiatives and investment (30 %)

- Provide strategic oversight of significant initiatives and multi-year projects advancing Goal 2035.
- Lead implementation and oversight of donor-funded initiatives designed to generate sustainable value beyond immediate outputs.
- Identify strategic investment opportunities that strengthen the movement's capacity to implement, scale and sustain established approaches.
- Ensure alignment with organizational priorities, responsible use of resources and lasting network value.

Research, evidence and impact (10%)

- Strengthen research, data management, measurement and reporting systems to assess implementation and impact.
- Ensure that implementation generates useful evidence to inform strategic decisions and assess reach and effectiveness.
- Identify where established approaches need adaptation, strengthening or further development.
- Keep World YWCA's work credible and grounded in evidence and the lived experiences of women, young women and girls.

Learning and evolution (20 %)

- Connect learning and experience from across the network to ongoing improvement of established approaches.
- Capture, share and replicate effective practice and institutionalize it where appropriate.
- Link implementation learning to the continued evolution of the Theory of Change, Goal 2035 and the YWCA Purpose.

Communication, storytelling and visibility (10 %)

- Strengthen communication, storytelling, marketing and visibility mechanisms that communicate learning and impact.
- Elevate the experiences and contributions of leaders, affiliated entities and communities.
- Develop compelling, evidence-based narratives for members, partners, donors and wider audiences.

Key Skills, Experience and Competencies:

You are a strategic, collaborative leader who knows how to turn collective design and development into implementation at scale, connect complex workstreams and sustain shared ownership across diverse contexts.

- Demonstrated leadership of complex strategic initiatives and translation of network-wide ambition into implementation.
- Experience scaling, replicating or adapting established programs, models or approaches across different settings.
- Understanding of movement and organizational enablement, community action, intergenerational leadership and collective change.
- Strong oversight experience in research, evidence generation, data management, reporting and impact assessment.
- Ability to connect learning, storytelling and communication to implementation and organizational impact.

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- Experience overseeing significant multi-year initiatives, partnerships and strategic investments.
- Excellent relationship-building skills with affiliated organizations, leaders, donors, partners and allies.
- Commitment to feminist values, human rights, inclusion, collective ownership and approaches grounded in lived experience.
- Commitment to Social Justice: Strong passion for social movements. Extensive experience in evidence-based community work, focusing on easily connecting global and local.
- Communication and Relationship-Building: Excellent interpersonal skills for building and maintaining relationships with diverse internal and external stakeholders.
- Organizational Expertise: Strong organisational skills, attention to detail, and the ability to manage multiple tasks, deadlines, and priorities efficiently and effectively.
- Adaptability: Flexibility and openness to change, particularly in fast-paced and dynamic environments.
- Documentation and Reporting: Proficient in documentation processes, reporting, and maintaining accurate records.
- Digital Proficiency: Experience using digital tools, collaborative platforms, and systems such as intranets, CRMs, and survey tools.
- Grassroots Experience: Experience working with grassroots leaders, groups, and communities is a plus.
- Cultural Sensitivity: Ability to adapt communication strategies to different cultural contexts and to thrive in a remote, global team environment. Commitment to the human rights-based approach (HRBA) feminist values, inclusive language, and culturally sensitive communications.
- Language Proficiency: Oral and written proficiency in English is mandatory. Proficiency in French, Spanish, and other languages is an added advantage.
- Enthusiasm for the World YWCA mission, the value of World YWCA signature tools, the logic behind World YWCA Goal 2035, and the unique characteristics of the YWCA global movement.
- Commitment to the human rights-based approach (HRBA), inclusive language, and culturally sensitive English, French, and Spanish communications.

Engagement Terms:

Location: Remote-first, with occasional travel. We welcome applications from candidates worldwide, subject to World YWCA's ability to put an appropriate contractual arrangement in place. World YWCA is incorporated in Geneva, Switzerland.

Engagement and contract type: We are looking for someone who can work independently and take responsibility for agreed deliverables. Under an independent contractor mandate, the contractor would organise their own working time and invoice monthly for agreed services and deliverables. The initial mandate would run through 31 December 2027. Contractors must be legally authorised to provide remote services from the country where they are primarily based and able to comply with the administrative requirements associated to their work status in that location.

World YWCA is open to other arrangements from the outset or at a later stage, including employment through an EOR or secondment. Where another arrangement is feasible, we would agree the scope of work, time commitment and financial terms with the candidate within the available budget. Any extension, renewal or longer-term contractual transitions would depend on available funding, satisfactory delivery and the feasibility of the arrangement.

Contractor fee intended to be: USD 9000 to USD 11000 per month. The fee within this range will be agreed during recruitment, taking into account relevant experience and factors such as local living costs and purchasing power, tax conditions and available social protections.

Intended start date: January 2027, with a latest start date of 1 March 2027.

Work Environment:

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This mandate will be part of a global, remote team that works during various time zones and uses CET (Geneva time zone) as a reference for coordination. Teaming in the remote World YWCA environment requires engagement via email, a secondary texting software platform, an internal community social platform, and audio-visual platforms. This mandate may involve occasional travel. This role requires flexibility in balancing availability to deliver on the mandate. All team members are expected to make a constant effort to enhance their cross-cultural communication skills, their awareness to cross-cultural barriers and opportunities, and a conscientious approach to what it takes for a team to thrive in a remote, global, cross-cultural team setting.

World YWCA has built a substantial body of learning, practice and tools through years of collective work. This role will help turn that knowledge into sustained action across a global network - strengthening implementation, extending reach, learning from experience and making impact visible through compelling evidence and storytelling.
If you are excited by taking collective ambition into action and helping established approaches realise their full potential, we would love to hear from you.

How to Apply:

Interested candidates are invited to submit:

- A CV in English.
- A motivation letter (up to two pages, or another concise and effective format) explaining alignment with the role.
- Three professional references, to be contacted at the final recruitment stage.

Applications must be sent to **hresources@worldywca.org** by **December 18, 2026, with the subject line "Director of Goal 2035 – Your Surname".** Applications will be reviewed on a rolling basis.