

Terms of Reference**Social Media Coordinator – Voices for Equal Rights & Justice (VERJ)**

Application Deadline: August 31, 2015

Estimated Start Date: September 15, 2015

Expected Duration of Assignment: 6 months ending March 2016

Type: Part-time

Commitment: 25 hours per week, flexi-time

Report to: VERJ Project Management Committee

Operating Office: J-FLAG

Background

In 2014 a coalition of Civil Society Organisations and academics made a collective submission to the Joint Select Committee of Parliament Appointed to Review the Sexual Offences Act of 2009.

With support from UN Women, the collective used the review process as an opportunity to make close to thirty (30) recommendations for strengthening the substantive and procedural laws governing sexual offences with the aim of securing equal protection and equal access to justice for all especially: women, children, the elderly, persons living with disabilities and sex workers. These recommendations are found in the collective civil society submission to the Joint Select Committee -- "A Collective CSO Submission to the Joint Select Committee Reviewing Jamaica's Sexual Offences Act and Related Acts", September 2014. Following this submission the coalition formed VERJ, which now has responsibility for managing and monitoring communications and advocacy around the recommendations made to Parliament in its review of the Act.

A critical part of this Communications Strategy, includes a social media campaign. To this end, VERJ is seeking to employ a creative and innovative individual in the capacity of **Social Media Coordinator** to manage its social media advocacy portfolio as part of its communication strategy to increase public awareness about the review of the Sexual Offences Act (#SOARreview) and its recommendations.

The recommendations are that

1. The definition of sexual intercourse be extended to include penetration of the mouth or anus by a penis and penetration of the vagina and anus by an object except where the penetration is carried out for proper medical purposes;
2. The language used throughout the Sexual Offences Act be gender neutral;
3. Sexual activity be defined in similar terms as currently exist in the Child Pornography (Prevention) Act 2009;
4. The offence of rape be extended to include forced penetration of the anus or mouth by the penis, and forced penetration of the vagina or anus with an object manipulated by an offender;
5. All marital rape exemptions be removed;
6. The legislation should determine what acts of grievous sexual assault should be tried in the Resident Magistrate's Court and in the Circuit Court; The offense should also be expanded to include penetration of the mouth by an object for a sexual purpose;

7. The offences in sections 8, 9, and 11 should be applicable not only to adults but to all persons who are above the age of sixteen years;
8. The section 10(3) defence should not apply where the complainant is under the age of twelve years;
9. A close in age defence with the proposed restrictions should be considered;
10. Causing a child to watch a sexual act in certain circumstances should be recognized as an offence;
11. Where an offence is committed against a person under the age of eighteen years by a person in a position of trust or authority to the complainant, then this fact shall be an aggravating factor in the determination of sentencing;
12. The legislation should determine in what circumstances indecent assault should be heard in the Resident Magistrate's Court and in the Circuit Court;
13. The language used in referring to persons with mental disorders and disabilities be revised; that the section dealing with persons with mental disorders should also include persons with intellectual disabilities; that the Act makes it an offence to cause a person with a mental disorder, intellectual disability or physical disability to without consent engage in sexual activity with a third person or to watch a sexual act;
14. Decriminalization of activities surrounding 'prostitution' so as to better protect the safety, health and security rights of persons choosing to engage in sex work;
15. The violation of elderly persons living in or in the care or residential care facilities and institutionalized facilities be recognized and criminalized;
16. Reference to the complainant's sexual behaviour in trials concerned with sexual offences be further limited;
17. The Sexual Offences Act makes it clear that there should be no adverse inference from delay by the complainant in reporting a sexual offence;
18. The law on compellability be revised to allow for a spouse to be a compellable witness where the matter concerns a sexual offence committed against a child;
19. There be mandatory record and investigations as well as prohibition of confrontation during the investigations;
20. The provisions for in camera hearings be extended to the select vulnerable groups;
21. The use of sentencing guidelines for sexual offences;
22. The provision of compensation to complainants.

Primary Duties and Responsibilities of the Social Media Coordinator

- Create a detailed work plan which outlines the schedule of all social media activities to be undertaken by VERJ
- Develop content with senior management and officers at J-FLAG that will be disseminated to implementing partners for upload to social media channels
- Finalise and modify, where necessary, the scope of the social media communication plan with the Project Management Committee at VERJ
- Monitor all social media activity pertaining to the #SOARreview
- Create a monthly mobile-friendly newsletter about the #SOARreview for public dissemination
- Moderate virtual Townhall meetings on Twitter
- Monitor the implementation of the social media communication plan by all implementing partners

- Provide biweekly (twice weekly) updates on the implementation of the social media communication plan to the J-FLAG representative on the VERJ Project Management Committee
- Write monthly formative reports on the implementation of the social media communication plan to be submitted to, and approved by the VERJ Project Management Committee
- Write a summative report on the implementation of the social media communication plan to be submitted to, and approved by the VERJ Project Management Committee

Competencies

- Ability to lead, monitor and manage projects
- Build strong relationships with implementing partners to achieve results and meet outcomes
- Ability to create memes, IECs and other materials for social media engagement
- Navigate and use a wide range of online advocacy tools
- Demonstrate excellent online networking skills
- Consistently approach work with energy and a positive, constructive attitude
- Demonstrate openness to change and ability to manage complexities
- Demonstrate excellent oral and written communication skills
- Remain calm, in control and good humoured even under pressure
- Ability to work cooperatively and effectively with others
- Positively influence others to achieve results that are in the best interest of VERJ
- Set priorities, develop a work schedule, monitor progress towards goals, and track details/data/information/analytics
- Ability to work on own initiative
- Effective time management skills

Required Skills and Experience

- Diploma, Associate Degree, or more than 18 specialisation credits in Social Media Marketing, Communications, or related field
- One to two years Social Media Marketing related experience in the field of social development, human rights, gender, or law.
- Digital literacy
- Proficiency in the use of a wide range of social media monitoring tools and solutions
- Proficiency with Adobe Photoshop Family

Priority will be given to qualified persons with knowledge of the Sexual Offences Act and related Acts

All applications must be submitted via email to wechange.jflag@gmail.com by 5:00PM on August 31, 2015 with subject line 'Application – VERJ Social Media Coordinator'. Please address to the Project Management Committee, VERJ.