



## Equal Education South Africa is looking to welcome new colleagues on regional exchange!

### About Equal Education

Equal Education is a movement of learners, parents, teachers and community members working for quality and equality in South African education, through analysis and activism. Equal Education is organised in five provinces: Eastern Cape, Gauteng, KwaZulu-Natal, Limpopo, and the Western Cape. Equal Education works by identifying systemic and localised problems affecting the quality of education, and addresses these problems through local and national campaign; a commitment to robust political education and campaign strategising with members; and building a strong research base through primary and secondary research.

A democratic movement, EE's National Council, made up of learners, parents, post-school youth, and experienced activists, along with its General Secretary and Deputy General Secretary are elected at our National Congress; hosted every 3 years. The National Congress along with the National Council is mandated to direct the work EE undertakes during each 3 year period

#### Equal Education's Culture

Equal Education aspires to be a place where all of our members become **conscious** and **active** participants in society who strive to **resist patriarchy, tribalism, ageism, sexism, racism and other forms of discriminatory practices that operate in our homes, communities and places of work.**

As a member of staff, one must commit to upholding EE's principles for a safe and welcoming work environment. Our principles aim to create an environment that enables **growth**, is **inclusive and safe** for all who pass through the organisation.

## RESEARCHER

The position is within the Research Department. Researchers play an important role in Equal Education's (EE) advocacy and activism. Their work is informed and guided by the lived experiences of the movement's members. The team builds the knowledge base which underpins campaigns and leverages legislative spaces for advocacy. There is a culture of collaboration with members of the Internal Education and Training Unit (IETU), Communications team, as well as the Equal Education Law Centre (EELC).

## PURPOSE

The Researcher will provide research support to EE's work in Limpopo & KwaZulu-Natal. This role is ideal for a young, socially minded individual looking to utilise their professional skills in advancing a youth-led struggle for an equal and just South Africa.

## RESPONSIBILITIES:

- Organize and mobilize youth in public schools together with other organizations in an effort to advocate for access to quality education.
- Exchange participants will mobilize, coordinate and organize youth in public schools, in collaboration with like-minded organizations to develop joint advocacy goals, plans, campaigns and initiatives towards access to quality, responsive, relevant, safe and inclusive education. Participants will work in concert with the National Organizing department to develop movement building strategies and support the strategic plans of EE.
- Participants participate in EE's National and Provincial Campaigns and advocacy for equal education opportunity.
- Exchange participants will develop campaign materials (i.e. social media posts, IEC materials, educational resources, media statements, op-eds etc.) which advocate for relevant, responsive, safe and inclusive higher and tertiary education that evidence based and research focus.
- Exchange participants will be responsible for disseminating campaign and information resources and for reporting on their impact, as well as supporting and participating in EE National and Provincial campaigns on equal education opportunities.
- Ensure that research produced by EE's Research Department is of high quality, including ensuring that:
  - Research methods employed by EE are sound;
  - Conducts research in an ethical manner;
  - Ensure that Research outputs are accurate and factually correct;
  - Ensure EE's research draws on reputable and reliable sources;
  - Language used in reports is simple and, as far as possible, accessible to members;
  - Research outputs are properly edited.
  - Undertake primary and/or secondary research in line with the strategic direction of the Research Department and EE's campaign needs.
- Ensuring that EE staff and members are informed about latest developments with the
- Ensure that EE stays up to date with the latest education research, news and policy developments.
- Support EE's ability to publicly comment on key educational and national events, such as the Matric Results and the National Budget Speech, by ensuring that the necessary research on these topics is conducted.
- Work closely with EE's Communications Manager in drafting statements and/or op eds on matters related to the work of the research department.
- Represent EE's stance on issues on different media platforms (i.e. television and radio interviews) and social media.

- Where necessary, help prepare other EE staff or members for media interviews.

#### Qualifications, skills and competencies

- A university degree – preferably at postgraduate level in Education or Social Sciences;
- One year work experience in the same or a similar role;
- Very strong research, writing and editing experience;
- Excellent written and spoken communication skills;
- Knowledge of the South African education system and education policy and previous experience in a social movement, community-based organisation or public interest law centre would be beneficial;
- Proficient in MS Office and G-suit;
- Must be able to work efficiently and independently, and to manage multiple projects concurrently.

#### THE EXCHANGE

This opportunity is part of the 2023 regional exchange between the Zambian National Education Coalition in Zambia, Youth Empowerment and Transformation Trust in Zimbabwe, and Equal Education in South Africa, supported by the Norwegian Agency for Exchange Cooperation (Norec).

The exchange will last for a period of 14 months (February 2022- February 2023), with 12 months abroad with Equal Education in South Africa, followed by 2 months follow-up work with the ‘sending’ organization; ZANEC in Lusaka, Zambia.

Through international exchange, the overall objective is to empower young people to have the agency and means to meaningfully participate in the pursuit of access to quality and inclusive education for all.

The following expenses will be covered by EE:

- Housing costs, including electricity, water, etc.
- Travel insurance and health insurance for the whole exchange, including during the training period.
- Monthly stipend
- Travel costs to and from your home country, and to and from the mandatory Norec Preparatory and Homecoming trainings
- Departure/start-up funds that may cover visas, necessary vaccinations, work permits, etc.

#### Application Process:

Each application should include a CV and a letter of motivation (one page). Each document must be saved with your name, surname, and the type of document: eg. xxx\_xxx\_CV. Please save all documents in pdf format. You should motivate specifically for the position you are applying for and detail your interest and suitability to work at Equal Education in South Africa. Generic cover letters are strongly advised against.

Please include three contactable references.

The email subject line must clearly state the position you are applying for.

Applications must be sent to:

The Executive Director,  
Zambia National Education Officer,  
E-mail: [admin@zanec.org.zm](mailto:admin@zanec.org.zm); [director@zanec.org.zm](mailto:director@zanec.org.zm)

**Closing date: 4 January 2023**

