



Requirements for the Legal Advisor Position to work at Trans in Action – BELIZE (TIA-BELIZE)

Deadline: January 4th 2019, 11.59PM (Belize City)

Introduction

REDLACTRANS and the organization TIA Belize open the call for the position of Legal Advisor at the National Trans-Organization (OTBN) from Belize.

The Latin American and Caribbean Transgender Network (REDLACTRANS) is close to the implementation of a regional project under the supported by the Global Fund to Fight AIDS, Tuberculosis and Malaria. The project started on April 1, 2016 and will end on March 2019. REDLACTRANS has built a Project Operational Unit (UOP) for the implementation of the proposal with a technical-political approach together with 13 Trans National Organizations (OTBN) in our region.

REDLACTRANS is looking for a Legal Advisor who will work in the OTBN Transgender in Action (TIA) Belize. Candidates selected should be available from **January 7th 2019, in Belize City**, Belize. Due to the nature of the position, only candidates living in and around Belize City will be interviewed. It is desirable that they can be handled in English and Spanish.

Below is detailed information about the organization and the profile sought for the position as well as information on the selection process

Information about REDLACTRANS

REDLACTRANS was created in 2006 and it currently networks 23 organizations led by trans women, promoting and ensuring that they are the ones who speak for themselves. The network promotes the principles of inclusion and participation without discrimination of any kind, with particular emphasis on gender equity, respect for ethnicity, gender identities and expressions, age, country of origin and socio-economic and cultural situation.



The Latin American and Caribbean Network of trans people currently works in Argentina, Bahamas, Barbados, Belize, Bolivia, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Haití, Honduras, Jamaica, México, Nicaragua, Panamá, Paraguay, Perú, Dominican Republic, Suriname, Trinidad & Tobago y Uruguay.

The network is made up of a Regional Secretariat and a Board, which delegates all the functions of management, execution and representation to the Regional Secretariat. Nowadays, ATTTA (Transvestite, Transsexual and Transgender Association of Argentina) is the Argentine member organization that has legal documentation that provides the management and governance capacity to REDLACTRANS, for that reason the Regional Secretariat is located in the City Autonomous of Buenos Aires.

The REDLACTRANS has a general objective, "that all trans people of Latin America have guaranteed all their rights", and four specific objectives:

- Ensure documentation, systematization, complaints and follow-up of cases of Violence or hate crimes against trans people.
- Promote legal frameworks and public policies that respects the rights of Transgender people in Latin America and the Caribbean.
- Strengthen the capacities of the different organizations of REDLACTRANS to seek self-sustainability with programs and resources.
- Contribute to reducing the incidence of HIV in female transgender people through prevention strategies, access to health services and active participation in National responses against HIV.

Information about the Project

In 2010, REDLACTRANS presented a proposal to the Global Fund to fight AIDS, Tuberculosis and Malaria, but the qualification obtained did not allow the funding opportunity to be achieved. However, it was a basis for preparing a new application the following year. The international economic crisis forced the call to be suspended, reason why REDLACTRANS could not present it.

On May 30, 2014, the network presented a Letter to Express Interest (CAI) under the new Global Fund financing model. As a result, REDLACTRANS has been invited to submit a Concept Note to the



Global Fund on January 15th, 2015. Finally, the Technical Review Panel of the Global Fund approved the financing of the proposed project.

Our population, the trans population, is one of the most affected by the HIV / AIDS epidemic. In Argentina, according to the report "Health, HIV-AIDS and Trans-Sexuality Health Care Transvestites and Transsexuals. Study of Seroprevalence in trans people," the prevalence rate is around 34.47%. In Peru, the report "The situation of HIV / AIDS and other STIs in the trans people of Lima" detects the 29.6% prevalence in trans people. In December 2015, a baseline study was conducted in Panama City and in the Province of Colón, which resulted in a 37.9% HIV prevalence in the transgender population. These data shows that our population urgently needs the resources needed to fight the epidemic, as HIV / AIDS prevalence is estimated between 30% and 40% for trans people in the region.

In this way, REDLACTRANS, from its origins, has political influence on two fronts: on one hand, to ensure that national governments carry out epidemiological surveillance for transgender people and, on the other hand, implement actions in the field of prevention and health promotion focused on trans populations.

In order to understand how dramatic the situation is, you need to consider that the situation of vulnerability against HIV / AIDS is worsening with violence, stigma and of human rights violations. For example, the report "Night is another country. Impunity and violence against women transgender human rights defenders in Latin America" shows the arbitrary detentions, threats and extortion, inhuman and degrading treatment suffered by transgender populations in Latin America. In this way, the 2008 report "The Transphobia in Latin America and the Caribbean", starts stating that the average life expectancy of a trans woman does not exceed 37 years old.

It is in this tragic context REDLACTRANS has taken the firm decision to present a regional proposal to the Global Fund to strengthen the community systems that integrate it and improve the trans responses to the HIV / AIDS problem from an approach that respects the Human rights and gender equity.



Requirements to Apply

1. The application

All candidates interested in this position must send their application before 11:59PM on January 7th, 2018, local time in Belize City. The following requirements must be fulfilled:

1. **Personal Statement:** They should describe the motivations by which they are applying to the position, detail their relevant experience to the position and answer the following questions: What is your opinion about the situation of trans people in the region? And What is the role of trans women in the response to HIV / AIDS? The maximum length is two A4 sized pages. Your content must be included in the body of the email and attached to a PDF file.
2. **Curriculum Vitae:** maximum of two A4 pages in a PDF file, relevant experience must be related to the position. It is suggested to check that the contact details are complete and up to date.
3. **Work or professional references:** A PDF format file should be attached with two work references that include complete details of the person, organization, position, physical address, telephone number and email address. The references will only be used in those cases of pre-selected candidates and with previous authorization of them.

Applications that do not meet all the above requirements will not be considered.

2. Information about the mail subject and the name of the attachments

In order to streamline the process and ensure that the documentation of the applications is appropriate, the following requirements must be followed:

E-mail: The e-mail must be the subject of the job post plus the last name of the applicant (e.g.: AJ-Gómez).

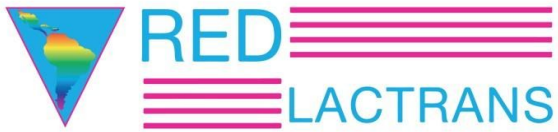
Attachments: Attachments must not exceed the maximum number of pages required and must be named with the position requested, plus type of document plus the last name (e.g.: AJ-BELIZE-CV-Gómez; AJ-BELIZE-PersonalStatement-Gomez ; AJ-BELIZE-References-Gómez).



Applications for the position will be received at the e-mail **President.TiaBelize@gmail.com** and **convocatoriaredlactrans@gmail.com** until **January 4th 2019, 11:59PM local time at Belize City.** All applications received afterwards will not be considered. No requests will be received by other means.

3. Desired profile, requirements and tasks:

<p>OTBN Legal Advisor</p> <p>Part-Time</p> <p>Reports to the National Program Coordinator</p> <p>Service Lease Agreement</p>	<ul style="list-style-type: none"> - Minimum 3 years of experience in Legal / Legal Counseling of Civil Society Organizations, Communities and Base Groups. - Degree in Law (Human Rights or similar) - Experience in working with key populations. - Excellent writing skills - Experience in elaborating reports and publications 	<ul style="list-style-type: none"> - Coordinates the implementation of the CEDOSTALC monitoring program at national level. - Advises legally the cases of human rights violations recorded in CEDOSTALC program. - Advises the National Coordinator for the development of agreements with institutions that defend human rights. - Systematizes the complaints received and prepares the national reports of CEDOSTALC program. - Provides specific technical assistance in key areas identified by the National Program Coordinator. - It supports processes of capacity building of trans national referents in legal matters.
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4. Presentation, selection and hiring process

REDLACTRANS will get in touch exclusively with those candidates who have been pre-selected and will go to the next step where they will have a personal interview.

The Legal Advisor will be hired by the International Organizations for Migration (IOM) under the modality of location of services for 3 months.