

Summer 2022 Sustainability Scholars Program Internship Opportunity

The UBC Sustainability Initiative (USI) is pleased to offer current UBC graduate students the opportunity to work on funded sustainability internship projects. Successful candidates work under the mentorship of a partner organization, and are immersed in real world learning where they can apply their research skills and contribute to advancing sustainability across the region.

- Visit the [Sustainability Scholars Program website](#) to learn [how the program works](#) and to [apply](#).
- Be sure to review the [application guide](#) to confirm your eligibility before applying.

Applications close at midnight on Sunday March 13, 2022.

Project title

Defining feminist approaches to organizational strategy development

Project Background & Overview:

[Kore Global](#) is a women-led consulting firm specialising in gender equality and social inclusion research, strategy, monitoring, evaluation and learning, capacity strengthening and technical advice. Kore Global works with a broad range of clients and partners, including INGOs, national governments, multi-laterals, foundations, grassroots and feminist organisations, impact investors, social entrepreneurs, design firms, and academic institutions.

A central focus of Kore Global's work is supporting organizations, many in low- and middle-income countries, to develop organizational strategies. This includes co-creating and supporting organisational and programmatic gender and inclusion strategies, portfolio funding strategies, and organisational change processes. Climate change is a cross-cutting issue which is a central consideration to our client's strategy work.

Kore Global recognises that strategy development processes can be transformative and the process is often just as—or indeed, even more—important than the final strategy document. Strategy development processes in the international development space have often reinforced inequitable hierarchies and power structures. In line with Kore Global's commitment to feminist principles, the organization is dedicated to decolonizing approaches to organizational and programmatic strategy development by co-designing collaborative, empowering processes that elevate the voices of communities and staff at all levels of the organizations that serve these communities.

Feminist strategy development empowers organizations to contribute to the Sustainable Development Goals (SDGs) by creating an inclusive foundation for efforts that contribute to a range of issues such as climate change, health, education and economic growth. Systemically marginalised groups are powerful agents of change, and sustainable impact can only be achieved in full partnership with them. Kore Global believes change occurs through transforming the rules of the game that hold inequalities in place.

Project description

It is against this backdrop that Kore Global is seeking support from a Sustainability Scholar to help strengthen feminist approaches to organizational strategy development. NGOs, UN institutions and

government partners often seek the support of consulting firms like Kore Global to support them as they develop important organizational strategies such as strategic plans, theories of change for their programmes or gender equality strategies to guide their operations. Kore Global adapts best practice strategy development tools and approaches (such as staff surveys, strategic planning tools, participatory workshops) to meet the needs of their partner clients. This means that Kore Global supports both the development of meaningful and collaborative processes and methodologies as well as drafting the final strategy document.

The work of the Scholar will include a mix of research through a literature scan of existing strategy approaches and practical experience using strategy tools and methodologies with Kore Global's partners who work on the intersections of sexual and reproductive health, education, women's economic empowerment, climate change and other sustainable development issues. The Scholar will be a thought partner to Kore Global, providing recommendations to strengthen this portfolio of work.

Ultimately, the project will contribute to efforts to decolonize the international development sector by promoting inclusive, empowering and feminist approaches to organizational development.

Project scope

This project will include two intersecting components:

- 2) Defining approaches to feminist strategy development: through a comprehensive literature scan of strategy theory, practice and tools. This will include a rapid scan of the theoretical literature on strategy development as well as a scan of tools developed by other NGOs and consulting firms (see this [tool from the African Feminist Forum](#), for example). Kore Global will support the Scholar to set up the parameters of their search, pointing them to possible resources and contacts. The Scholar will gather evidence of best-practice approaches to strategy development that will feed into Kore Global's forthcoming strategy toolkit. Deliverables will include: i) a concise report with concrete recommendations on strategy development processes; ii) an annotated bibliography of approximately 10 key articles and reports and approximately 10 tools in this space and iii) a related database housing these resources.

2) Putting theory into practice: the Scholar will support Kore Global's ongoing strategy work with partners working on sustainable development and gender equality with a focus on low- and middle-income countries. The Scholar will help test different strategy development tools and workshop facilitation methodologies that were surfaced through the literature scan with 1 or more of Kore Global's partners. Time permitting, this will include the development of strategy tools and workshop materials (including development of PowerPoint slides and other facilitation tools), participation in key strategy moments and short written reflections capturing lessons learned and implications for future processes.

Deliverables

- A final report containing a summary of the work completed for the online public-facing Scholars Project Library.
- A short report for Kore Global including recommendations on evidence-based strategy processes, methodologies and tools.
- An annotated bibliography outlining different strategy tools, methodologies, theories, academic articles with a related (google drive) database.

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- Time Permitting: Strategy tools and workshop facilitation materials (e.g. workshop agendas, PowerPoint deck, Mural boards) to be used with Kore Global's partners.

Time Commitment

- This project will take **250** hours to complete.
- This project must be completed between **May 2 and August 12**.
- In keeping with Kore Global's feminist principles, there is a degree of flexibility in working hours to ensure that the scholar can balance both professional and personal commitments. Preference will be for someone able to work regularly on a range of time zones, particularly Pacific Standard Time and Eastern Standard time (our regular working hours). Ability to work occasional early mornings and late evenings with global clients, partners and associates is desired.
- Kore Global is excited to welcome the Scholar as a team member and the Scholar would be able to join Kore Global's weekly Monday morning team meetings.

Required/preferred Skills and Background

- X Excellent research and writing skills, ability to synthesize complex information.
- X Ability to work independently.
- X Experience facilitating meetings, workshops or training/classes.
- X Strong writing skills, interest in designing PowerPoint presentations and reports.
- X Demonstrated interest in gender equality with a strong commitment to equality, diversity and inclusion.
- X Experience living and/or working in low- and middle-income countries is an asset.
- X Ability to work in a language in addition to English is an asset.

The Scholar will primarily work remotely with occasional in-person meetings in Vancouver. The Scholar would be expected to arrange for transportation to and from meetings in Vancouver, as required.

Applications close **midnight Sunday March 13, 2022**

Apply here: [Click here to apply](#)

Contact Karen Taylor at sustainability.scholars@ubc.ca if you have questions

Useful Resources

Below are some links to useful resources to help you with your resume and cover letter (there are many more online). Some of these resources also provide information on preparing for your interview.

<https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae>

<https://www.grad.ubc.ca/current-students/graduate-pathways-success>

<https://www.grad.ubc.ca/cover-letter-cv-resume-templates-ubc-career-services>