

Summary:

- Queer, South African, intersectional feminist committed to collaborative work that enables leadership and fosters capacity
- Twenty-five years of experience in civil society with a focus on HIV, gender and human rights, and on marginalised and excluded populations, with a focus on sex workers and trans and gender diverse people
- Experience working at a national, regional and global level with institutions including the Global Fund to Fight TB HIV and Malaria, UNAIDS, Frontline AIDS, STOPAIDS, Global Network of People Living with HIV (GNP+) and others
- Based in Cape Town, South Africa.

KEY COMPETENCIES & EXPERIENCE

- Managing, supporting and facilitating complex participatory processes, synthesising and communicating complex information
- Technical assistance to strengthen organisations, strategies, programmes, policies and processes
- Collaborative working: facilitating and coordinating diverse teams, coalitions, networks and partnerships, ensuring meaningful participation, and working with multi-stakeholder groups (governments/donors/civil society)
- Programme design for community-driven and led responses in HIV, human rights and advocacy
- Technical support for working with marginalised communities, safeguarding, preventing fraud and corruption, organisational development and system strengthening
- Digital advocacy, digital tools for human rights monitoring, and digitally enabled collaborative platforms (from content to work-flows)

CURRENT & RECENT WORK:

Aidsfonds: Posters on Feminist Foreign Policy (October 2023)

- Content for 3 posters (sex work, women who use drugs and LGBTIQ+ communities) to be presented at the Feminist Foreign Policy Conference in Amsterdam.

Global Non-communicable Disease Alliance (June- November 2023)

- **Introductory Guide to Community Led Monitoring for Non-communicable disease-related services:** design and conduct key informant interviews, and focus group discussions, conduct desktop research, write and provide design input to the Guide. (to be published in November 2023)
- Digital training on CLM, and technical support to Alliances for implementation (November – January 2023)

Civil Society Alliance for Human Rights in the Pandemic Treaty hosted by Harm Reduction International (March – December 2023)

- **Coordination of the Civil Society Alliance**, and the Steering Committee of the CSA: schedule & hold meetings (sharing outcomes & actions), develop content and update members, guide activities and actions, link members to opportunities for joint work, maintain document repository and email group.

Global Network of People Living with HIV (GNP+) (January 2022 – December 2023)

- Secretariat for the **UNAIDS Human Rights & HIV Reference Group** - convene meetings, provide technical assistance and support for Reference Group (March 2022 to 31 March 2023)
- **VOICE+ digital app content management and human rights monitoring** – resources to networks around the world, and providing a platform for and response to, reports of human rights challenges (ongoing)

- Design and populate a **donor scoping database**, based on GNP+ Strategy & provide technical advice on Global Fund and other processes (completed)
- **Provide technical support to 10 networks/projects** implementing small grants to eliminate stigma and discrimination (the Global Partnership for Action to Eliminate all Forms of HIV-Related Stigma and Discrimination) (ongoing)

Frontline AIDS (October – November 2022)

- Design and facilitate a 3-day **Learning and sharing** event for key population organisations in Southern and Eastern Africa on humanitarian emergency responses in the context of HIV
- Develop a **good practice brief**, drawing on the experiences and input of partners, on humanitarian emergency responses in the context of HIV ([Good Practice Brief: Human Rights Emergency Response and HIV](#))

International Network of People who Use Drugs (INPUD) (August – October 2022)

- Produce a [Technical Brief](#): for women who use drugs on engaging with the Committee on the Elimination of Violence Against Women (CEDAW)

STOPAIDS (July – September 2022)

- Research and facilitation support in the process of co-creating [principles for civil society engagement](#) in global health governance (desktop research, survey and key informant interviews, webinar)

Gender Dynamix (2022 - 2023)

- Provide technical support for Gender Dynamix fundraising efforts (ad hoc, ongoing)
- Provide technical support for LIRA (a digital referral platform) and REAct (human rights monitoring)

Global Fund to Fight TB, HIV and Malaria (full time consultant October 2021 – April 2022)

- **Technical Advisor for Community Systems Strengthening** at the Global Fund Community Rights and Gender Department, supporting selected country portfolios and working on developing a Decision-Making Guide for grantees on community system strengthening.

PREVIOUS POSTS

2018 – 2021	Frontline AIDS (formerly the International HIV/AIDS Alliance) Lead HIV Technical (Key Populations) Technical leadership for donor-funded multi-country and regional projects.
2010 - 2018	Executive Director Sex Workers Education & Advocacy Taskforce (SWEAT) a national organisation, providing services to sex workers in 4 provinces and conducting advocacy & human rights support, as well as supporting 2 sex worker networks to their independence (African Sex Worker Alliance and Sisonke National Network),
2010	JASS consultant Responsible for communications, reporting and assisting with monitoring, evaluation and knowledge management for the Programme across 3 Southern African countries. (June 2010 to October 2010)
2009/2010	Association for Progressive Communication (APC) -Women’s Programme Coordinating a Small grants programme of the African Take-Back-the-Tech Fund (South Africa and Uganda). The Take-Back-the-Tech fund focussed on preventing and addressing violence against women using information and communication technologies.
2001 - 2009	Women’sNet Executive Director (2007-2010) (Programme Manager 2006-2007) Information Coordinator (2001-2006) Pioneered the use of Digital Storytelling for advocacy and healing, and established Girls’Net, a digital space for young women

- 1999-2009 Project Manager: **The Criminal Justice Personnel Training Project on Violence Against Women** a national programme to train criminal justice staff (clerks, interpreters, prosecutors and magistrates) on violence against women.
National Coordinator: The Gender Manual Consortium (GMC) “Making Women’s Rights Real”: coordinating the development of a Manual on women’s rights with contributions from a range of individuals and organisations, as well as writing content.
- 1994 - 1998 **People Opposing Women Abuse (POWA)** Information Officer

EDUCATIONAL QUALIFICATIONS

BA Humanities (University of Johannesburg) (1999) Psychology/Sociology

SELECTED EXAMPLES OF WORK

- [Introductory Guide on Community-led Monitoring of NCD Services](#), NCD Alliance December 2023
- [Good Practice Brief: Human Rights Emergency Response and HIV, Frontline AIDS 2023](#)
- [The Technical Brief: A Guide for women who use drugs on engaging with the Convention on the Elimination of All Forms of Discrimination Against Women \(CEDAW\)](#), INPUD 2022
- OPINION: [No Ideology is worth the lives of sex workers](#) The Sunday Times, 29 January 2023 (with Rebecca Walker and Nosipho Vidima)
- [Good Practice Brief: Human Rights Emergency Response and HIV](#) (31 Jan 2023) Frontline AIDS, Sally Shackleton and Ruth Simister
- [Technical Brief: A Guide for women who use drugs on engaging with the Convention on the Elimination of All Forms of Discrimination Against Women \(CEDAW\)](#) March 2023 Sally Shackleton, International Network of People who Use Drugs (INPUD)
- Power to Participants: A Call for Person-Centred HIV Prevention Services and Research, October 2018 [Journal of the International AIDS Society](#) by Marija Pantelic, Sally Shackleton, Enrique Restoy
- Evidence on Exit: Transitioning out of Sex Work: An Exploration of the Context, motivation and Support for an Exit out of sex work in South Africa [SWEAT](#) 2017 by Ayesha Mago and Sally Shackleton
- TECHNICAL INPUT/CONTRIBUTOR: Guidance on the rights-based and ethical use of digital technologies in HIV and health programmes [UNDP](#) 2021
- TECHNICAL INPUT/CONTRIBUTOR: Operating Guidance Responding to the health and protection needs of people selling or exchanging sex in humanitarian settings [The United Nations High Commissioner for Refugees and the United Nations Population Fund](#) 2021
- TECHNICAL INPUT/CONTRIBUTOR: A Practical Guide to Implementing and Scaling Up Programmes to remove human rights related Barriers [Global fund, Frontline AIDS, German Cooperation](#) 2020
- TECHNICAL INPUT/CONTRIBUTOR: *Key Population Trusted Access Platforms Considerations in planning and budgeting for a key population platform to deliver scaled quality HIV prevention and treatment services and for addressing critical enablers* [UNAIDS](#) April 2020

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