

Maritimes-Guatemala Breaking the Silence Network (BTS) Guatemala Coordinator

The Maritimes-Guatemala Breaking the Silence Solidarity Network (BTS), based in the Maritimes of Canada on the unceded and unsundered territories of the Mi'kmaq, Wolastoqiyik, and Passamaquoddy, seeks a dynamic, caring individual who's passionate about human rights to be our main representative in Guatemala, enabling the deepening and growth of BTS's relationships with its partner organizations. The Guatemala Coordinator works directly in relationship with Guatemalan grassroots organizations engaged in human rights and defense of territory.

Hours: 35 hours/week (self-managed)

Pay: Annual salary of \$37,000 CAD plus per diem, expenses, benefits, and 4-weeks annual vacation (after seven years, 5-weeks annual vacation). This salary is based on cost of living and is comparable with salaries in the solidarity sector in Guatemala.

Type of employment: Permanent position

BTS provides:

- One work-related and one personal return flight between Canada and Guatemala per year
- Continuing education support
- Full international health coverage
- Leave policy for physical and mental health, bereavement, etc.

Work location: Based in Guatemala City, with visits to BTS partners in various parts of Guatemala (with travel costs covered), annual paid visit to the Maritimes, and online work.

The newly hired Guatemala Coordinator will participate in a minimum three-month probation period before a permanent position is offered.

Deadline to apply: By 11:59 p.m. (Atlantic) on Sunday, August 18, 2024.

Ideally, the successful candidate will begin on October 18, 2024 (in order to attend the BTS 2024 Annual Gathering in Tatamagouche, NS), or no later than January 1, 2025.

Please send the following in one document to [hiring.breakingthesilence@gmail.com](mailto: hiring.breakingthesilence@gmail.com):

- Resume
- Cover letter of no more than one page that outlines your motivations, skills, and experience for this position. In the cover letter, please mention where you heard about this position.
- 3 references with email addresses and phone numbers

Breaking the Silence encourages people from diverse race, gender, ethnic group, sexual orientation, age, personality, cognitive style, abilities, education, and backgrounds to apply. If your life experiences and skills differ from what is in this posting but you think you are the right person for the position, please apply!

Background:

[Breaking the Silence \(BTS\)](#) is a voluntary network of people in the Maritimes who began to organize in 1988 to support the efforts of Guatemalans struggling for political, social, and economic justice.

Injustice is the result of structural inequalities both within and between countries, and BTS is committed to supporting structural transformation both in Guatemala and in Canada. Moreover, we recognize the interconnectedness of these two contexts.

We strive to engage in solidarity with and build bridges between the Original Peoples' (*Pueblos Originarios*) organizations and communities with whom we work in Guatemala, and the Indigenous communities in whose territories we are situated in the Maritimes. We recognize the ongoing impacts of colonization on Indigenous communities in both these contexts.

Our work is guided by a commitment to equity and opposing systemic oppression, as well as building long-term relationships based on solidarity and mutuality. We respond to partner needs and as such, we respond jointly with our organizational partners in Guatemala. Our relationships are built on friendship, sharing, and dialogue as we work, learn, unlearn, and grow together.

In order to carry out this work, we are seeking a creative and thoughtful Guatemala Coordinator with a deep commitment to and passion for solidarity with Guatemala. This person will support BTS solidarity work, primarily in Guatemala, and, on occasion, in the Canadian Maritimes and elsewhere in Canada. This person will be flexible and self-motivated with strong time-management skills, excellent interpersonal and organizational skills, and a

demonstrated interest in community engagement. As the person works with a Community Council and other BTS Committees, all of which are volunteer-based, they must be able to work without a great deal of direction and be willing to meet with volunteers during evenings and weekends, as needed.

The successful candidate will be BTS's ongoing representative in Guatemala, enabling the deepening and growth of BTS's relationships with its partner organizations.

They will coordinate priority areas of work in Guatemala, including:

- Relationships with partner organizations
- Human rights and post-genocide transitional justice
- Mining justice

The ideal candidate will:

- Have excellent interpersonal skills
- Have strong facilitation skills and experience
- Have excellent program coordination skills and experience
- Have excellent Spanish and English language skills (spoken and written); knowledge of Mayan or Xinka languages an asset
- Live in Guatemala or be willing to become based there
- Be a Canadian citizen, dual citizen, or permanent resident of Canada
- Be able to work remotely, with reliable access to computer, phone, and internet (BTS has no office space but does have funding to support office rent)
- Share BTS's commitment to our work and philosophy
- Have an understanding of the historical and current social, cultural, and economic context of Guatemala and the Canadian Maritimes through a social justice and human rights lens, which will inform solidarity relationships with partners
- Have a strong analysis of and depth of experience in resisting the ongoing impacts of colonialism and structures of oppression within Guatemala and Canada, and between the global North and South
- Have a demonstrated interest in global human rights and social justice
- Have developed and supported advocacy initiatives and campaigns
- Have the flexibility necessary to coordinate work schedules with other BTS Staff as needed; adapt to changing circumstances and the realities of a volunteer-based solidarity network
- Work well independently and as part of a team, with excellent interpersonal, organizational, and time-management skills

Detailed Job Description

Working in a team relationship with the BTS Maritimes Coordinator, the Cooperant Program Coordinator, the Communications Coordinator, and with guidance from the BTS Community Council and Steering Committee, as a key BTS representative in Guatemala, the Guatemala Coordinator will enable and facilitate solidarity work in Guatemala, supporting BTS initiatives and projects. The overall role of the Guatemala Coordinator is to facilitate the deepening of BTS solidarity relationships with its Guatemalan partners. BTS priority areas are: support for work related to post-genocide transitional justice and mining justice, with gender as a cross-cutting theme in relation to the two priorities.

As the key continuing BTS representative in relationship with its partners, the person will:

- Maintain regular communication and face-to-face meetings with partners
- Respond to requests for urgent actions and emergency accompaniment
- Coordinate partner meetings (including logistics) in collaboration with the Maritimes Coordinator
- Support partner needs that relate to BTS priorities, including participating on coalition calls (such as CAMIGUA) and attending court hearings on an as-needed basis
- Represent BTS and partner interests in high-level advocacy spaces with the Canadian (and occasionally other) Embassies and with the Canadian Government

In order to facilitate BTS support for human rights and post-genocide transitional justice in Guatemala, they will:

- Stay informed, through research and regular communication with BTS partners, about human rights and post-genocide transitional justice in Guatemala
- Send urgent actions and critical information/analyses of genocide/transitional justice to BTS listserv as needed
- Provide accompaniment to public events, hearings, trials, etc. for BTS partner organizations and friend organizations
- Represent BTS in coordination and advocacy spaces, including the Accompaniment Organization Coordination space, FONGI (potential), etc.

In order to support mining justice solidarity, they will:

- Maintain regular communications with the Xinka Parliament and communities resisting the Escobal mine; support BTS mining justice concerns in El Estor; and participate in coalition work to support other communities affected by Canadian mining companies

- Represent BTS and advocate for mining communities at the Canadian (and occasionally other) Embassies and with the Canadian Government
- Provide the logistics in Guatemala for Guatemalans affected by Canadian mining to attend trials, speaking engagements, etc. in Canada by obtaining passports and visas, preparing for flights, etc.
- Occasionally accompany Guatemalans affected by Canadian mining to Canada for trials, speaking engagements, etc.
- Represent BTS in coalitions (CAMIGUA)
- Coordinate Topacio Award activities, including reviewing applications, selecting winner, organizing awards ceremony logistics

The GC will support BTS committees and volunteers as they engage, learn, advocate, etc., including through delegations, speaking tours, and webinars. They will:

- Provide general support to BTS-related work
- Take the lead on communication with the network and serve as the main liaison for BTS local Committees
- Provide regular work updates to co-workers and BTS Community Council and Committees
- Regularly attend meetings of BTS volunteer committees and support the work of those committees through information gathering/sharing, timely and regular communication, and other tasks as needed
- Participate in and provide updates to the BTS Annual Gathering and regular Community Council and Steering Committee Meetings
- Regularly co-lead and provide logistics work in Guatemala for BTS delegations from Canada to Guatemala, in consultation with the Maritimes Coordinator and other members of the delegation planning group
- Provide logistics in Guatemala for individuals from Guatemala invited to do a speaking tour in the Maritimes, including letters of invitation, obtaining passports and visas, preparing for flights etc. Work with the Maritimes Coordinator and the Community Council in the overall planning for the Speaking Tour
- Develop solidarity actions to be taken during the Spring and Fall tours, in collaboration with Maritimes Coordinator
- On occasion, accompany Guatemalan guest(s) on tours (Fall and Spring, TBD) in the Maritimes and provide support for the guest (may include translation and driving) during the tour, including meetings with BTS Local Committees in NS, NB, and PEI

Working as a team along with other BTS staff, they will:

- Maintain regular communications with the Maritimes Coordinator, Cooperant Program Coordinator, and Communications Coordinator including weekly/bi-weekly online meetings, and annual in-person team-building and work planning meetings (which may be supported by an outside facilitator)
- Develop semi-annual work plans with other staff, shared with the Community Council to fulfill the mission and vision of the network
- Coordinate support for BTS staff, volunteers, members and partners in case of emergency

The GC will support BTS communications, in coordination with the Communications Coordinator, they will:

- Maintain and facilitate communications between BTS network and its partners, including organizing and facilitating partner updates where possible; sending urgent actions and critical information/analyses related to BTS priorities in mining and genocide/transitional justice
- Regularly post on social media channels including Facebook, Twitter, Instagram
- Research and share news and information sources, including by attending press conferences and community events
- Support Canadian staff's lead in BTS communications through providing written updates for annual report, regular newsletter, social media, etc; occasionally provide English translation for same

The GC is responsible for some administrative tasks. They will:

- Participate in administrative work associated with the position, including written work plans, keeping track of hours and expenses, monitoring staff budget, etc.
- Track, record, and submit expenses on a regular basis
- Through regular updates, document achievements, best practices, and lessons learned
- Renew health insurance

***NB:** This job description is subject to change based on discussions between the Guatemala Coordinator and the BTS Community Council, including staff.