



Vacancy Announcement

Position:	Advocacy Officer
Duty Station:	Banjul, The Gambia (with frequent regional travel)
Duration:	Fixed term full-time 3-year contract, renewable.
Salary	USD33,063 upwards per annum, commensurate with experience, tax free
Benefits:	Medical Travel Pension Other competitive benefits

The Institute for Human Rights and Development in Africa (IHRDA) is searching for a passionate human rights advocate with the aptitude and attitude to work within a fast-paced, international environment as part of a dynamic team that is committed to promoting and protecting human rights and development in Africa.

Who We Are

IHRDA is an award-winning, Pan-African nonprofit organization promoting the effective use of human rights instruments to promote and protect human rights and development in Africa. Established in 1998 with diplomatic status in The Gambia, IHRDA has an unimpeachable track record in the defense, education, and information dissemination of human rights. IHRDA has recorded groundbreaking decisions before the African Commission on Human and Peoples' Rights (ACHPR), the African Court on Human and Peoples' Rights (AfCHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), as well as sub-regional mechanisms, including the ECOWAS Court of Justice.

Learn more about us at www.ihrda.org

Our Core Values

Integrity | Teamwork | Innovation | Dedication | Diligence

Advocacy Officer Role at IHRDA

The Advocacy Officer plays a vital role in the fulfilment of the IHRDA's vision and mission. As part of a team, he/she assists to develop and implement IHRDA's programme of work to advance the legal protection of international human rights through African human rights treaties through advocacy. The Advocacy Officer assists in all IHRDA's programme areas: legal advocacy, capacity building, research and publications, and strengthening the African human rights system.

IHRDA has been a trailblazer in litigation before the protection mechanisms of the African human rights system, having obtained a number of decisions in favour of victims, some of which have been ground-breaking. IHRDA remains the only institution with cases before all the major human rights protection mechanisms in Africa. In spite of this jurisprudential record, these successes are being negated by the persistent failure of respondent States

to comply with the decisions of the mechanisms. The non-implementation of decisions not only affects victims directly but also undermines the existence of and confidence that victims repose in these mechanisms. Consequently, to address this challenge, IHRDA has developed an internal strategy for implementation. Among others, the strategy aims to facilitate the mainstreaming of implementation into the case-development process from its beginning and sustained engagement with the relevant local partners and State institutions to ensure full implementation of decisions obtained. However, IHRDA recognises that its effective implementation requires a more vigorous approach to its roll-out by enhancing its human resource capacity in advocacy beyond its current legal expertise.

Specifically, the Advocacy Officer will lead IHRDA's work in mainstreaming advocacy and activities on implementation of decisions from the identification and development of cases through to post-decision phases of the litigation process. Further, the Advocacy Officer will lead IHRDA's work on other advocacy-related activities within its three-fold mandate of 'Defend', 'Educate' and 'Inform'. This work will be carried out across all African countries in which IHRDA is working, along with the subregional and regional mechanisms on the continent.

Who You Are

You are a highly motivated, competent and ethical lawyer with strong international human rights and litigation experience, and a commitment to high quality work and continuous learning. You are excited to elevate, redefine and shift the needle in human rights discourse and practice in Africa. You are highly adaptable and self-driven.

IHRDA is an equal opportunity employer.

Your Academic and Professional Experience:

- An LLB or JD with 5 years' work experience, or an LL.M with 3 years' work experience;
- Admission to legal practice with 3 years of post-admission practice;
- Experience with human rights research, advocacy and litigation at the national, regional or international level;
- A solid understanding of the African human rights system and of comparative or international human rights law;
- Experience with human rights training/capacity building and/or public speaking;
- Experience engaging with African regional and sub-regional human rights mechanisms and national institutions;
- Project management experience;
- Ability and willingness to work within a cross-functional, multi-cultural, and multi-lingual team; and
- Strong communication and interpersonal skills, with written and spoken fluency in English. Bilingual candidates with functional knowledge of French and/or another African Union language will be strongly considered.

How to Apply

Please send (in English or French):

1. An application/motivation letter;
2. A current Curriculum Vitae;
3. A writing sample of between 5 to 20 pages; and

4. A list of three current references with their information and contact details (position, relationship to you, email, and telephone number)

The closing date for applications is 9th February at 11.59 p.m. Coordinated Universal Time (UTC).

Kindly email your application and all relevant documents to vacancies@ihrda.org with the heading "Application – IHRDA Advocacy Officer". This is a competitive recruitment process, so we strongly urge candidates with all or substantially all the qualifications to apply. However, due to the volume of applications, we will not be able to respond to individual requests or queries.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.