

Director of Strategy and Advocacy Vacancy

About GI-ESCR

The Global Initiative for Economic, Social and Cultural Rights (GI-ESCR) is a non-governmental organization that believes transformative change to end endemic problems of social and economic injustice is possible through a human rights lens. Our vision is of a world where the human rights framework reflects the real- world experiences of all of us, effectively furthering social and economic justice and human dignity, and catalysing change from the local to the global, back to the local.

Our Mission is to:

- Strengthen the international human rights framework through creative standard-setting so that it reflects the experiences, needs and aspirations of marginalised individuals, groups and communities, with a focus on creating beneficial jurisprudence aimed at transformative change.
- Mobilise and partner with advocates, social movements and grassroots communities at national and local levels to more effectively claim and enforce economic, social and cultural (ESC) rights, including by engaging regional and international mechanisms for local impact.
- Contribute to the effective promotion and realisation of ESC rights so that everyone can fully enjoy their ESC rights in practice, without discrimination and on the basis of equality.
- Provide innovative tools and resources to ESC rights advocates and civil society actors, policy makers, development actors and others on the practical implementation and realization of ESC rights.
- Identify, respond to and provide thought leadership on emerging trends and threats to ESC rights.
- Monitor, strengthen and facilitate civil society engagement with international human rights mechanisms, to ensure that they are accessible to ESC rights advocates and rights holders and effective mechanisms for ESC rights accountability.

For further information about GI-ESCR work, mission, and values you may visit our website at www.gi-escr.org/

General Position Information

Job Title: Director of Strategy and Advocacy

Location: Flexible to work remotely.

Commitment: Full time, 40 hours a week.

Salary: Salary commensurate with experience and location (ensuring that it is fair accounting for cost of living).

Benefits: Health insurance contribution; 25 days of annual leave and up to 10 days of public holidays.

Deadline for applications: 02 July 2021, 23.59 hrs. (Mexico City: UTC/GMT -5 hrs.)

Start Date: As soon as possible.

Duration: One-year contract with possibility of extension, depending on funding.

Probation period: 3 months.

Position Overview

GI-ESCR is seeking applicants for the position of **Director of Strategy and Advocacy**. Serving as a key advocacy strategist, the Director of Strategy and Advocacy will work alongside the Executive Director to ensure the highest standards of quality and efficacy in GI-ESCR's diverse advocacy efforts and help transform GI-ESCR's programs and research into concrete improvements in human rights practices. The successful candidate will be an effective leader, a strategic thinker and a compelling communicator. She/he will have in-depth knowledge of economic and social rights and an in-depth understanding of the nature of key human rights concerns, as well as relevant political, social, legal, economic, cultural, ethnic, racial and gender issues. Experience in fundraising, of working in a key leadership role and of managing people and teams is expected. The nature of this role will require excellent political judgment, as well as the ability to spot and address risks and opportunities, manage conflicting demands, meet deadlines, adjust priorities and manage budgets.

Main Responsibilities

Management

- Providing ongoing oversight of projects to ensure timely completion of all deliverables to funders and the achievement of the organizations' objectives;
- Undertaking fundraising efforts and contributing to the reporting of project activities to relevant funders;
- Developing and preparing budgets, managing spending and ensuring the reconciliation of budgets;
- Supporting the Executive Director in overseeing recruitment and supervision of staff and consultants;
- Contributing to putting in place systems, processes, and policies that ensure the team functions effectively and is able to deliver timely outputs;

- Managing and guiding staff by listening, having two-way communication, sharing pertinent information, responding appropriately and delegating appropriate responsibilities;
- Ensuring that the workload of the staff is manageable and the reporting lines are clear;
- Providing appropriate and timely feedback on staff performance and providing guidance, coaching and training, as necessary.

Strategy and Advocacy

- Designing and implementing advocacy strategies to advance GI-ESCR's work through international human rights bodies, in particular U.N human rights institutions, including the U.N. Human Rights treaty bodies, the U.N. Human Rights Council and its Universal Periodic Review and special procedures, and U.N. agencies;
- Identifying and creating opportunities that support GI-ESCR's advocacy efforts;
- Designing and executing collaborative advocacy strategies;
- Working with non-governmental organisations on collaborative advocacy efforts;
- Preparing a range of materials, policy analyses, advocacy and public documents targeting policy-makers and broader audiences, including through social media;
- Approving, reviewing and/or advising on internal/external campaign materials, ensuring the timely delivery of project outcomes, and communicating clear, actionable messages to target audiences.

External Relations

- Presenting GI-ESCR's programs, research and recommendations in public forums and representing GI-ESCR externally, reporting back to the Executive Director; developing media and other professional contacts;
- Maintaining and expanding GI-ESCR's network of allies and partners; building strategic, trusting and mutually strengthening relationships, particularly with domestic organizations and social movements;

Initiative Oversight

- Building and managing relationships with donors, staff, and global partners, as well as with social movements.

Partnerships

- Nurturing and retaining key donors for general support and programmatic activities;
- Supporting the team to work closely with partners at global, regional, national and local levels, including partners from marginalized communities. This work involves listening to, and learning from, the perspectives of our partners on the ground, and supporting them to take the lead in their advocacy by providing advice and access to human rights mechanisms.

Operations

- Together with the Executive Director, monitoring the submission of grants and reports to donors, and ensuring quality progress towards deliverables whilst remaining within budget;

- Leading on specific activities within the relevant project teams, and contributing to monitoring, learning and evaluation efforts to assess and guide their progress.

Finance and Risk Management

- Supporting good financial and resource management practices by working closely with the Head of Finance and Human Resources to set budgets, monitor expenditure and conduct financial reporting;
- Managing risk assessments and overseeing the implementation of security, wellbeing, health and safety procedures for staff.

Communications

- Collaborating with the Communications Officer to ensure strategic alignment and identify cross-cutting initiatives and opportunities;
- Performing all necessary administrative tasks to ensure the effective implementation of projects, participating in the recruitment and induction of new staff and consultants, and performing other organisational tasks as appropriate.

Qualifications

Education

An advanced (graduate/postgraduate) degree in law, economics, political science, international relations, development, human rights or a related field is required.

Experience

- Minimum of ten years of progressively responsible experience in human rights related work and substantial knowledge of economic, social and cultural rights, including an understanding of human rights monitoring bodies;
- At least three years of senior-level managerial experience, with proven leadership ability to manage human rights organisations;
- Experience of fundraising, developing strategic and operational plans, and building cohesive teams and directing them towards the achievement of identified goals within approved budgets and agreed timelines is required;
- Direct experience engaging in advocacy on human rights, economic or environmental issues with governments and/or multilateral institutions. Experience in advocacy with U.N human rights institutions is an asset;
- Experience working in civil society / social movement coalitions and excellent skills at building and maintaining respectful, trusting, dynamic collaborations;
- Experience of engaging with funders, diplomats, UN officials and NGOs with a range of regional, cultural and ideological perspectives;
- Experience of working with colleagues, partners and/or rights-holders based around the world, including the global North and Global South. Knowledge of participatory methodologies is desirable.

Required Skills and Knowledge

- Specialist and in-depth knowledge of economic and social rights and an in-depth understanding of the nature of key human rights concerns, as well as relevant political, social, legal, economic, cultural, ethnic, racial and gender issues;
- Expert knowledge of the international human rights legal framework, particularly with respect to economic, social and cultural rights, gained through significant experience working within or on the sector. This includes expert knowledge of recent developments in international human rights. Specific knowledge on how human rights standards relate to climate change and economic systems would be an asset;
- Demonstrated ability to think strategically and a solid understanding of how to implement successful advocacy for policy change;
- Strong interpersonal skills and the ability to work collaboratively within GI-ESCR as well as with others;
- Ability to think creatively, initiate projects, and follow through on plans;
- Capacity to appropriately plan, prioritise, and manage multiple, often competing demands efficiently, and to adapt to fast-changing political situations in an international environment;
- The ability to matrix manage cross-functional, multi-cultural, and remote project teams, as well as to meet deadlines, manage budgets and adjust priorities;
- The ability to lead innovative and creative approaches to advocacy and experience of creating campaign materials for a diverse range of target audiences;
- Excellent written English and the ability to produce clear, persuasive, and concise research documents, policy positions and strategy papers. Working knowledge of French or Spanish is an advantage;
- Excellent political judgment, and the ability to spot and address both risks and opportunities;
- Experience of participating in the collective coordination of the work of a team by contributing to setting priorities, motivating oneself and others, and resolving team conflicts;
- A demonstrated commitment to human rights, an awareness of issues of social justice, equality and fairness, an understanding of equal opportunities issues, and a willingness to apply these in work.

Timeframe

This is a fixed-term contract for one year, ideally beginning in the second quarter of 2021. However, there is a strong likelihood of renewal after the 1-year period is over, depending on funding.

Location

The Director of Strategy and Advocacy will work remotely with regular consultation with the Executive Director and other staff. Location is flexible, as long as some overlap of working hours with the rest of the team can be ensured.

How to apply

Deadline for applications is **02 July 2021, 23.59 hrs. (Mexico City: UTC/GMT -5 hrs.)**

Please apply by filling in the **form** (link provided below) and uploading a **cover letter** and your **resume** (in Word or PDF format).

Please note that we will only take applications received through the following form:
<https://bit.ly/3piv6Et>

Please contact us at info@gi-escr.org should you require further information on this employment opportunity.

For inquiries about the conditions of the vacancy, please write in the title of your message: "Inquiry: Director of Advocacy and Strategy".

Selection Process

The selection process will have the following phases:

1. Submission and review of applications.
2. Shortlisting of candidates. Shortlisted applicants will be contacted for an interview online.
3. Interviews and a brief practical exam will be conducted for all shortlisted applicants.
4. Notification of the successful applicant.

We kindly request not to call or send inquiries by email to request information about the progress of your application. Only those that submit complete applications and are shortlisted will be contacted.

GI-ESCR is an equal opportunity employer committed to equality and non-discrimination in the workplace and in its hiring practices. It actively seeks to strengthen the diversity of backgrounds and approaches in its staff team. Candidates from the Global South and under-represented groups are particularly encouraged to apply.