

Kenneth Roth Practitioner In Residence

Description

FIXED-TERM, FULL-TIME JOB VACANCY Kenneth Roth Practitioner-In-Residence Program or Advocacy Department Multiple Locations Considered Application deadline: 3 July 2024 The Organization Kenneth Roth was Human Rights Watch's (HRW) longest-serving executive director (1993 to 2022). His ambitious vision for HRW's role in influencing how governments deliver on their human rights obligations saw the organization grow to a staff representing roughly 70+ nationalities covering more than 100 countries. Our staff are country experts, lawyers, journalists, and others who work to protect the most at risk, from vulnerable minorities and civilians in wartime, to refugees and children in need. We direct our advocacy towards governments, armed groups and businesses, pushing them to change or enforce their laws, policies and practices. We are experts in using the media both traditional and social media to create and amplify pressure for human rights change. We partner with organizations large and small across the globe to protect embattled activists and to help hold abusers to account and bring justice to victims. The Opportunity With an established research, advocacy and communications platform to draw from, we are launching a mid-career opportunity open to human rights practitioners from around the world. The aim is to support emerging or established national leaders in the human rights movement and work together to advance ambitious human rights change. The Practitioner-in-Residence will have the option to be placed in either our Program (research and investigations) or Advocacy departments. The Practitioner-in-Residence will work closely on a project around a priority area of work depending on the experience that the practitioner brings. The residency is intended to be a full-time arrangement for one year. The Chief Programs Officer will oversee the Practitioner-in-Residence with additional management dependent on the placement of the successful candidate. The successful candidate may have the option to work remotely and will preferably be based in one of HRW's offices in Africa, Asia or Latin America, but other locations will be considered. We aim to be as flexible and supportive as possible in both the recruitment for and onboarding of this position. Responsibilities: Research, monitor and document human rights abuses by collecting and analyzing information from a wide variety of sources including governments, local media, NGOs, journalists, diplomats, security forces and others in the field; Assist in the development and implementation of local, regional, and international strategies to change abusive laws, policies, and practices; Write and publicize reports, briefing papers, letters, news releases, op-eds, and submissions to international bodies based on the findings; Collect and analyze supporting documents and materials such as photographs, videos, police reports, medical reports, legal/court documents, among others; Collaborate with HRW's media team in the production of audiovisual products; Respond promptly to queries from the media, public, and colleagues in the human rights community and take initiative to project concerns in public debate; Place abuses within the broader political, social and economic contexts and present human rights concerns to government officials, opinion leaders, partner organizations, inter-governmental agencies, donors and the media; Present human rights concerns to government officials, opinion leaders, inter-governmental agencies, and the media; Work closely with colleagues, non-governmental organizations (NGOs) and other partners to ensure that the agreed-upon project/approach to human rights change complements and enhances their own work; Liaise effectively with HRW staff located in multiple locations throughout the world to ensure effective coordination and delivery of activities; Travel domestically and overseas, as required, to conduct and lead fact-

Hiring organization

Human Rights Watch

Job Location

Johannesburg, Gauteng, South Africa

Date posted

June 11, 2024

Apply Now

finding missions or advocacy initiatives; Deliver outputs in a timely manner and maintain consistency with the agreed strategy and priorities; and Perform other duties as required. Qualifications: Education: A level of education that when combined with your professional experience as an emerging or established human rights leader will adequately show you have the capability, in this role, to work with HRW and contribute meaningfully to the human rights change identified. Experience: A minimum of three years of human rights research or advocacy experience and a track record of delivering human rights impact are required. The successful candidate should be a recognized expert in their country or thematic area who is consulted by policymakers, journalists, academics, activists, and others. Related Skills and Knowledge: Ability to identify and advise on strategies to conduct research or advocacy is required. Ability and sensitivity to effectively communicate with a wide range of people, including victims and witnesses is required. Ability to identify, research, analyze and effectively communicate important human rights developments in the area of specialty is required. Ability to efficiently distill information about the country or thematic issue so as to focus time and effort on issues of greatest importance or issues that are most capable of being influenced is required. Knowledge of and experience working in international human rights and familiarity with international human rights law is required. Proficiency in another language in addition to English is strongly desired, as is familiarity with countries or regions where serious human rights violations occur. Self-motivation, ability to multi-task effectively, including having good planning and organizing skills and ability to work under pressure are required. Strong initiative and follow-through, the capacity to think creatively and strategically, excellent writing and editing skills, and a dynamic public speaking ability is desirable. Strong interpersonal skills to work collaboratively within and outside of HRW are required. Demonstrated awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations are required. Ability to make sound decisions consistent with functions is required. Demonstrated ability to think strategically about the global and local media environments and how to use the media and electronic media to further advocacy goals is required. Ability to multi-task effectively required, including having good planning and organizing skills and ability to work under pressure is desirable. Knowledge of and experience working in international human rights and familiarity with international human rights law is required. Excellent oral and written communication skills in English are required. Other: Candidates who are traditionally underrepresented in the human rights sector are enthusiastically encouraged to apply. Please consider applying even if you don't meet all the requirements but think you could be successful in the role. Salary and Benefits: HRW seeks exceptional applicants and offers comprehensive compensation and benefits. If based in the United States, the salary range for this position will be 80,000 – 88,000 USD Salary ranges outside of the United States vary based on location. HRW offers a relocation assistance package and will assist employees in obtaining necessary work authorization, if required. Citizens of all nationalities are encouraged to apply. How to Apply: Please apply by 3 July, 2024 by visiting our online job portal at careers.hrw.org. We are looking to support proposals that address and propose solutions to remedy structural or systemic human rights violations. The project proposal may be limited to the term of the position or be part of a larger body of work on the issue. Please include the following materials: Resume no longer than 2 pages (preferably in PDF format); and Project proposal (max 300 words for each answer, up to 900 words total, answering the following questions):

- What is the human rights change you're seeking?
- What are your core advocacy targets, who are your potential partners and how would HRW's platform enhance your influencing strategy?
- How would access to HRW's media platform and expertise help realize the change you've identified?

No calls or email inquiries, please. Only complete applications will be reviewed and only shortlisted candidates will be contacted. If you are experiencing technical difficulties with your application submission, or if you

require a disability-related accommodation, please email recruitment@hrw.org. Due to the large volume of responses, application submissions via email will not be accepted and inquiries regarding the status of applications will go unanswered. Human Rights Watch is strong because it is diverse. We actively seek a diverse applicant pool and encourage candidates of all backgrounds to apply. Human Rights Watch does not discriminate on the basis of disability, age, gender identity and expression, national origin, race and ethnicity, religious beliefs, sexual orientation, or criminal record. We welcome all kinds of diversity. Our employees include people who are parents and nonparents, the self-taught and university educated, and from a wide span of socio-economic backgrounds and perspectives on the world. Human Rights Watch is an equal opportunity employer. Human Rights Watch is an international human rights monitoring and advocacy organization known for its in-depth investigations, its incisive and timely reporting, its innovative and high-profile advocacy campaigns, and its success in changing the human rights-related policies and practices of influential governments and international institutions. Please mention the word ****ENDORSE**** and tag `RMtA3LjE3OC4yMzEuMjM4` when applying to show you read the job post completely (`#RMtA3LjE3OC4yMzEuMjM4`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

Job listing via [RemoteOK.com](https://remoteok.com)