

## **Vacancy Announcement** *Senior Legal and Policy Advisor*

**Title:** Senior Legal and Policy Advisor

**Location:** London, UK/ flexible working with travel including to countries affected by conflict

**Duration:** Fixed Term, one year contract (renewal subject to funding)

**Reports to:** Executive Director

**Salary:** GBP £ 50,000 - 55,000 per annum (depending on experience)

**Applications close:** 10 November 2021; applications will be reviewed on a rolling basis

**Start date:** position is available immediately

### **Summary**

All Survivors Project (ASP) is seeking a Senior Legal & Policy Advisor to provide legal and policy advice and guidance on its research and advocacy on conflict-related sexual violence (CRSV) against men, boys and people with diverse sexual orientation, gender identity, gender expression and/or sex characteristics (SOGIESC), including on issues of international human rights, criminal and humanitarian law. Working closely with the Executive Director, the Senior Legal & Policy Advisor will help set out organisational global and country-level strategies, develop its nascent justice program, lead on and/or significantly contribute to specific projects and activities, and lead ASP's work with inter-governmental organisation including the UN Security Council and UN human rights mechanisms. They will also be responsible for managing staff and supporting ASP's Director in other management tasks and fundraising.

### **About All Survivors Project**

ASP's mission is to support global efforts to eradicate CRSV and strengthen national and international responses to it through research and action on CRSV against men and boys, including those with diverse SOGIESC, as well as other people with diverse SOGIESC.<sup>1</sup> All Survivors Project has a team of full-time and part-time staff members in the UK and Europe.

### **About you**

You will have proven knowledge and at least 10 years' experience of working on human rights in situations of armed conflict with a particular emphasis on gender and transitional justice. Key experience and skills include:

- Master's degree in IHL/IHRL and an extensive experience of working on human rights in situations of armed conflict. Knowledge and experience of working on children and armed conflict and with victims/survivors of sexual violence desirable.
- An in-depth understanding of gender and track record of applying a gender perspective to your work. Experience of working on LGBTI+-related issues desirable.
- Expertise and experience of justice processes in conflict settings including criminal accountability and non-judicial justice processes, and detailed knowledge of developments in relation to justice and CRSV.

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<sup>1</sup> ASP uses the phrase 'people with diverse SOGIESC' to refer to individuals whose sexual orientation, gender identity, gender expression and/or sex characteristics do not conform with heteronormative, socially constructed norms and expectations on gender and sexuality. The term includes individuals who are lesbian, gay, bisexual, transgender and intersex (LGBTI+). ASP also uses the term, LGBTI+ in instances where it is most relevant such as when referring to victims/survivors of CRSV (i.e. LGBTI+ victims/survivors).

- A strong track record of advocacy including with the UN Security Council and related bodies/mechanisms and UN human rights processes and procedures.
- A strong track record of collaborating with other I/NGOs, and ability to develop strategic partnerships and work with survivors of CRSV and civil society groups in conflict-affected countries.
- Ability to think strategically and creatively and experience of strategy development.
- Demonstrated analytical and drafting skills including strong oral and written communication skills in English, although proficiency in other languages (in particular French, Spanish or Arabic) is also highly desirable.
- Experience of working with and supporting staff and their work, including in remote locations.
- Ability to self-manage and work under pressure.

### Responsibilities will include:

1. Working with ASP's Executive Director and staff/consultants to develop and implement global and country-level strategies on preventing and responding to CRSV against men, boys and people with diverse SOGIESC.
2. Leading the development and implementation of strategies to strengthen access to survivor-centred, gender-competent, justice processes for male and LGBTI+ survivors of CRSV.
3. Conducting and delivering research and analysis on legal and relevant policy and other issues.
4. Identifying opportunities for and influencing policy development and practice in relation to prevention of and responses to CRSV including via advocacy, drafting reports, briefings and submissions, and media/social media.
5. Developing and sustaining relationships with UN and other key stakeholders and representing ASP at key events, meetings and with the media.
6. Managing staff/consultants including overseeing workplans, reviewing and ensuring high quality outputs, as well as supporting staff/consultant security and well-being.
7. Complying with all ASP policies and procedures.
8. Fundraising support including drafting of applications and reports to donors, and working with the Executive Director/Finance Manager to support oversight of budgets/resources.
9. Other tasks as required.

*ASP has clear commitments to safeguarding all those it is in contact with, directly or indirectly, and the postholder will be required to work within ASP's Safeguarding Policy and Code of Conduct. Pre-employment recruitment checks will reflect these safeguarding commitments.*

*This position is based in London in the United Kingdom. Applicants must have the legal right to work in the United Kingdom. Visa sponsorship is not available, and no payment is available for relocation.*

### How to Apply

Please submit the following in English to [recruitment@allurvivorsproject.org](mailto:recruitment@allurvivorsproject.org) to be considered for this vacancy:

1. **A cover letter/email** describing your interest in the position and highlighting your relevant experience (maximum one page)
2. **Resume or CV**
3. **Names and contact details** for two professional references
4. **Please confirm you are legally authorised to work in the UK**

Please only submit files in MS-Word or PDF file format, zipped files will not be opened.

***Applications will be reviewed on a rolling basis until the deadline. All Survivors Project will not contact references without your permission.***