

Vacancy Announcement

Senior Legal and Policy Advisor

Title: Senior Legal and Policy Advisor

Location: UK, with international travel (including to countries affected by conflict)

Duration: 1.5-year contract (renewal expected, subject to funding)

Reports to: Executive Director

Contract type: Full-time, 40-hours

Salary: GBP £62,000 - £65,000 per annum (depending on experience)

Applications close: 15 December 2025; applications will be reviewed on a rolling basis

Start date: Position is available immediately

About All Survivors Project

All Survivors Project (ASP)'s mission is to support global efforts to eradicate conflict-related sexual violence (CRSV) and strengthen national and international responses to it through research and action on CRSV against men and boys. Working with victims/survivors and in partnership with national and international actors on the ground, ASP undertakes long-term, in-depth work on selected conflict-affected countries, currently Afghanistan, the Central African Republic, Colombia and Ukraine. ASP's team currently spans the UK, Europe and Colombia.

About the role

ASPF is seeking a Senior Legal and Policy Advisor to lead its strategy and projects on access to justice for male victims/survivors including by providing legal and policy advice and guidance on its research and advocacy on CRSV against men and boys, including on issues of international human rights, criminal and humanitarian law. Working closely with the Executive Director, the Senior Legal and Policy Advisor will help develop and play a leading role in implementing ASPF's global and country-level strategies and its justice program. They will also lead ASPF's work with international justice bodies including the International Criminal Court, the International Court of Justice and others. The Senior Legal and Policy Advisor will also be responsible for managing staff and supporting the Executive Director in other management and fundraising tasks.

This is an exciting opportunity to support a growing organisation and the position will suit a proactive and experienced professional.

This position is based in Europe and will require international travel, including to countries affected by conflict. Applicants must have the legal right to work in the UK and no payment is available for relocation. ASP accommodates flexibility in working hours but given the needs of a small organisation, you may be requested to work beyond these hours on occasion.

Core Duties & Responsibilities

- *Strategic leadership and development*
 - Leading the development and implementation of strategies to strengthen access to victim/survivor-centred, gender-sensitive justice processes for men and boys who are victims/survivors of CRSV.

- Working with the Executive Director and staff/consultants to develop and implement strategies on improving access to justice for male victims/survivors of CRSV in Ukraine.
- *Research and analysis*
 - Conducting and delivering research and analysis on legal, policy, and other issues.
- *Advocacy and external relations*
 - Identifying opportunities for and influencing policy development and practice at a global and country-level on the prevention of and responses to CRSV, including via advocacy, drafting reports, briefings and submissions, and media/social media.
- *Fundraising and resource management*
 - Fundraising support including drafting of applications and reports to donors and working with the Executive Director/Finance Manager to support oversight of budgets/resources.
- *Team management and other duties*
 - Managing staff/consultants including overseeing workplans, reviewing and ensuring high-quality outputs, and supporting staff/consultant security and well-being.
 - Undertake other relevant activities to support ASP's overall goals and mission.

Person Specification

	Essential	Desirable
Knowledge & experience	<ul style="list-style-type: none"> • Law degree • 10 years' experience preferably working on human rights in situations of armed conflict with a particular emphasis on gender, criminal justice and transitional justice • Expertise and experience of justice processes in conflict settings, including criminal accountability and non-judicial justice processes • An in-depth understanding of gender and a track record of applying a gender perspective to your work • Knowledge of global developments in relation to justice and CRSV • Experience of strategy development • Experience of working with and supporting staff and their work, including in remote locations 	<ul style="list-style-type: none"> • Master's degree in international humanitarian and/or human rights law • Experience of working with victims/survivors of sexual violence. • A strong track record of collaborating with other I/NGOs • Experience developing strategic partnerships with civil society groups in conflict-affected countries
Skills & abilities	<ul style="list-style-type: none"> • Ability to think strategically and creatively. • Demonstratable analytical and drafting skills • Strong oral and written communication skills in English • Ability to self-manage and work under pressure 	<ul style="list-style-type: none"> • Proficiency in Ukrainian, Spanish, French, and/or Arabic
Personal qualities	<ul style="list-style-type: none"> • Proactive and able to hit the ground running • Excellent interpersonal skills and team player • Discreet and able to manage confidential information 	

	<ul style="list-style-type: none">• High levels of empathy, compassion and commitment to the issue	
--	--	--

The post holder will be expected to comply with all ASP policies and procedures. 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.

How to Apply

Deadline for applications is **15 December 2025**. Please submit the following in English to recruitment@allsurvivorsproject.org with the subject heading "**Application: Senior Legal and Policy Advisor**" to be considered for this vacancy:

1. A **cover letter** describing your interest in the position and highlighting your relevant experience (maximum one page).
2. **Resume or CV**; and
3. **Names and contact details** for two professional references (ASP will not contact references without your permission).

Please only submit files in Microsoft Word or PDF file format, zipped files will not be opened. Applications will be reviewed on a rolling basis until the deadline.

ASP is committed to fairness, equality, and justice for all. We value a diverse workplace and encourage applications from people of colour, LGBTI+/SOGIESC individuals, people with disabilities, members of ethnic minorities, and other minoritised groups and diverse backgrounds.