



INTERNATIONAL HARM REDUCTION ASSOCIATION

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JOB POSTING

Human Rights Analyst: Death Penalty Project (full-time)

January 2010

Applications are being invited for the above post to work as part of the Human Rights team of the International Harm Reduction Association (IHRA).

The successful candidate will coordinate IHRA's campaign to restrict the application of the death penalty for drug offences worldwide by implementing an ambitious programme of legal research and analysis, policy development and international advocacy.

About IHRA

IHRA is one of the leading international non-governmental organisations promoting policies and practices that reduce the harms from all psychoactive substances, harms which include not only the increased vulnerability to HIV and hepatitis C infection among people who use drugs, but also the negative social, health, economic and criminal impacts of illicit drugs, alcohol and tobacco on individuals, communities and society. Based in London, IHRA's coordinates its activities in three main clusters – public health, human rights and conferences.

IHRA's Death Penalty Project

Since 2007, IHRA has done leading work on the issue of the death penalty for drug offences, including research and policy analysis, advocacy and lobbying with key multi-lateral organisations including the UN Office on Drugs and Crime and the UN High Commissioner for Human Rights. IHRA is now expanding this programme of work through the employment of a full time Human Rights Analyst with a specific remit to focus on this issue.

The successful candidate will be responsible for delivering the project's primary activities, which include:

- Monitoring and tracking the status of the death penalty for drugs internationally, as well as multi-lateral donor projects in death penalty states
- Lobbying and advocacy with donor governments and multi-lateral donors on meeting their human rights obligations vis-a-vis drug enforcement assistance in death penalty states
- Overseeing the design of a human rights impact assessment tool and promoting its implementation as a core element of multi-lateral drug enforcement assistance in retentionist states

In addition, the successful candidate will be responsible for

- Working collaboratively as part of IHRA's overall staff team
- Preparing high quality briefing documents
- Reporting to IHRA funders on the status of the project

- Liaising between IHRA and relevant civil society partners
- Contributing to IHRA events
- Participating in conferences, meetings and workshops to promote and represent IHRA
- Supervising the work of interns and student placements

The post holder

The post-holder will require strengths and experience in international human rights law, as well as policy research and advocacy. The post holder will have the ability to engage with senior staff of multi-lateral and bi-lateral donors, and the ability to work collaboratively with IHRA's Human Rights team and senior management.

Essential qualifications

- Knowledge of and enthusiasm for promoting human rights and harm reduction
- Postgraduate qualification in international human rights law or equivalent practical experience
- A minimum of 3 years' experience of relevant work in human rights or a related field
- Knowledge of relevant multi-lateral and bi-lateral donors
- Strong legal and policy research and analytic skills
- Excellent written and spoken communication skills in English
- Willingness to undertake substantial international travel
- Ability to work collaboratively within IHRA's staff team
- Polite and diplomatic manner
- The ability to work effectively with people from different professional backgrounds and levels of authority

Desirable qualifications

- Experience in Human Rights Impact Assessment and/or the death penalty
- Experience of working in harm reduction, HIV/AIDS and/or drug policy
- Experience of undertaking lobbying and/or advocacy campaigns
- Work experience within the UN or international organisations
- Experience in participating in high level meetings with governmental and/or similar officials
- Public speaking and presenting
- Fluency in a second language

The successful candidate will work as part of IHRA's Human Rights Team, under the direction of our Senior Human Rights Analyst. The post will also report to IHRA's Executive Director and Deputy Director.

The successful candidate will work at IHRA's headquarters:

Unit 701, The Chandlery
50 Westminster Bridge Road
London, UK
SE1 7QY

Salary

£27—30,000 per annum, depending upon experience.

Hours of work

The total hours per week are 37.5. Given the nature of the job, including the need to communicate with people in different time zones and international travel, there are no fixed hours of work but it is expected that the normal working day when in the office will be within the hours of 9.30 am and 5.30 pm.

Contract

There will be a probationary review before the end of the first three months. The post is subject to eight weeks' notice on either side.

Annual leave

Annual leave: 25 days a year (no more than two weeks to be taken in the first four months) plus UK statutory holidays.

For further information: Please email Rick Lines, Deputy Director (rick.lines@ihra.net)

Applications by email to the address below and must include:

- (a) A curriculum vitae
- (b) A statement in no more than 2 pages detailing why you think you are the best person for the post and how you meet the eligibility criteria
- (c) Names, addresses, telephone numbers and email addresses of three referees
- (d) A statement of your eligibility to work in the UK and whether or not a work permit would be required
- (e) Current salary

Incomplete applications will not be considered.

IHRA strongly encourages applications from women, people living with HIV/AIDS, people with disabilities, lesbian, gay, bisexual or transgender persons and people from ethnic minority communities.

Deadline for applications: 5pm, Friday 5 February 2010

After we receive your application

Short listed candidates will hear from us within 2 weeks of the closing date. If you have not heard from us by that date you have not been short listed. We regret that we will be unable to individually inform applicants who have been unsuccessful. Interviews will take place in London.

Interviews will be held in London the week of 22 February

Candidates selected for interview will be required to provide an example of written work (eg report or publication) prior to interview, and will be given additional information on the project so that they may prepare a 5 minute presentation on how they would approach the work.

Please email the application to:

Annie Kuch
Office Manager
International Harm Reduction Association
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50 Westminster Bridge Road
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SE1 7QY
annie.kuch@ihra.net