



Call for Application

Job Title: Director, Human Rights and Advocacy

Location: Lagos, Nigeria

Closing date: 29th November 2016

Job Start: January 2017

Reporting to: Executive Director

Position description

The Initiative for Equal Rights ("TIERs") is hiring for the position of a Director of Human Rights and Advocacy ("DHRA"). The position holder will design programs and provide strategic direction toward programs that address the stigma, discrimination and violence experienced by LGBT persons in Nigeria. The DHRA will also engage policymakers and relevant stakeholders in ensuring issues of LGBT rights are prioritized by CSOs and policy makers. The person will also be responsible for leading the program team and giving technical assistance on all programs within the department and ensuring that initiative implemented reflects the priorities of advocacy and human rights needs of LGBT persons.

Role and Responsibilities

- Developing advocacy priorities and strategies, identifying advocacy opportunities, and undertaking advocacy targeting governments, intergovernmental organizations, and the general public.
- Coordinating and providing training and other capacity building activities to human rights defenders/activists, nascent LGBT organizations both in Nigeria and within the West Africa sub-region.
- Providing strategic direction, technical assistance and networking support to human rights defenders/activists and networking with mainstream human rights CSOs.
- Undertaking and working closely with the research and knowledge management team to research and analyze, prepare reports and publications focusing on SOGIE based issues and rights.
- When necessary, serve as spokesperson for TIERs, including through the preparation of statements, media releases and op-eds.
- Establishing and maintaining effective working relationships with key partners including NGOs, governments, intergovernmental organizations, human rights bodies and experts, journalists and funders.
- Working closely with international, regional, national and local civil society organizations and activists through formal and informal coalitions.
- Monitoring key developments in relation to human rights violations experience by LGBTI persons, and preparing and publishing annual reports highlighting human rights violations based on SOGIE.
- Contributing to the writing, editing and publication of TIERs publications, including papers, shadow reports and other related publications.

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- Working closely with other team members to prepare and submit funding proposals that can support the advancement of the work of the department.
- Assisting with the planning, and preparation of TIERs public advocacy events.
- Supervising and managing other direct support staff and other personnel where appropriate.
- Performing other duties that might be assigned by direct supervisors.

Qualification and Experience

- A degree in law, international relations, the social sciences or related discipline. A Masters-level degree would be an advantage.
- At least three-five year's previous professional experience working on human rights laws, policies and institutions preferably with NGOs.
- Experience in designing and implementing successful human rights programs, campaigns and initiatives.
- A strong commitment to, and passion for, the principles and practice of equality, social inclusion and human rights.
- Ability to think and act quickly, creatively and strategically under pressure.
- Excellent writing skills with a proven ability in interpersonal and communication skills.
- Good with networking and managing complex situation.
- Ability to deliver task with minimal supervision.
- Understanding of issues affecting members of the LGBT community in Nigeria and abroad including, but not limited to, homophobia, transphobia and heterosexism.

Application

Please submit a cover letter, curriculum vitae (including contact details of two recent professional referees) by email to jobs@initiative4equality.org by 29th of November 2016. Please use the subject title: **Director, Human Rights and Advocacy**.

Only short-listed candidates will be contacted

About TIERs

The Initiative for Equal Rights is a registered non-governmental organization working towards the protection and promotion of the human rights of sexual minorities in Nigeria. www.initiative4equality.org

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