



## **WE ARE LOOKING FOR A LAWYER TO JOIN OUR TEAM**

**LOCATION:** Lagos, Nigeria

**REPORTING TO:** Executive Director

### **WHAT WILL THE ROLE ENTAIL?**

We're looking for a lawyer to join TIERs' Human Rights and Advocacy Team. The person will provide advice on strategic direction on programs that address the stigma, discrimination and violence experienced by LGBT+ persons in Nigeria. The person will also engage with policymakers and other relevant stakeholders in ensuring issues of LGBT+ rights are prioritized.

### **IDEAL QUALITIES**

We're a small and close-knit team and are looking for someone who would fit in and work smoothly with our existing staff. Our Ideal candidate is

- A person with a genuine commitment to human rights
- A person with empathy, who supports and respects people of all genders, ages, socio-economic classes, sexual orientation, abilities and ethnicities.
- A person who doesn't stay in the shadows but takes initiative while balancing that skill with the ability to actively listen, and allow others contribute.
- A person who is reliable and responsible.
- A person who is honest, positive, and optimistic.

- A person who shares openly and willingly, pitches in to help others, and is able to collaborate.
- A person who can hold themselves accountable and are able to back up talk with action.
- A person with excellent communication and discipline to timelines and deadlines.
- A problem solver, who also knows how to delegate and ask for help.
- A person with excellent project management skills who is able to multitask and juggle more than three projects at a time.
- A person who is detail oriented, adaptable, flexible and persistent.
- A person who with availability to travel within and outside the country, sometimes on short notice
- A person who can form, nurture and sustain relationships with Funders, Donors, Partners, Governments and other stakeholders.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES.**

- Writing grant proposals, developing project ideas, and executing it to conclusion in collaboration with the Human Rights and Advocacy team.
- Developing advocacy priorities and strategies, identifying advocacy opportunities, and undertaking advocacy targeting governments, intergovernmental organizations, and the public.
- Coordinating and providing training and other capacity building activities to human rights defenders and 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 analyse, 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, the press 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 experienced by LGBT+ 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.
- 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.
- *(Additional duties may be assigned)*

## **COMPENSATION**

The salary for this role is N400,000 monthly. This is a full-time position for employment. We are seeking exceptional applicants and offer excellent employer-paid benefits and working perks.

## **METHOD OF APPLICATION**

Interested and qualified candidates should send their **cover letters and CVs** to [jobs@initiative4equality.org](mailto:jobs@initiative4equality.org)

**APPLICATION CLOSING DATE:** Application for this role closes by 10 a.m. on Saturday 9th May 2020.

**Only shortlisted candidates will be contacted.**

TIERs believes that diverse teams are strong teams. We are an equal opportunity employer committed to workforce diversity, composed of teams with a mix of genders, ages, education, and multiple tribes, faiths, and socio-economic backgrounds. We encourage candidates of all genders, ages, abilities, sexual orientations, ethnicity, and origins to apply.