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## **Research and Advocacy Coordinator – Africa**

**Location:** Flexible – Johannesburg, Addis Ababa, Nairobi or Dakar

**Salary:** US\$30k – US\$35k (equivalent) p.a. dependent on experience.

**Basis:** 12-month contract.

**Eligibility:** you must be eligible to work in the relevant jurisdiction.

## **POSITION**

The Coalition for the International Criminal Court (CICC), a program of the World Federalist Movement – Institute for Global Policy (WFM-IGP), is seeking an outstanding candidate to fill the role of Research and Advocacy Coordinator – Africa (RAC-Afr). Dynamic individuals with excellent legal research and international criminal justice advocacy skills; experience of collaborating with African civil society; and sound knowledge of the functioning of African Union (AU) institutions and sub-regional economic communities are strongly encouraged to apply.

The ideal candidate will have at least seven years' post-qualification experience of which two or more years should have been in private legal practice, prosecution or the Judiciary. They should also possess excellent knowledge of the International Criminal Court (ICC), the Rome Statute System (RSS) and relevant rules of international human rights law and public international law. In addition, they should have practical and demonstrable experience of using diverse and effective change-influencing techniques to advocate for justice for victims of serious crimes under international law.

The ideal candidate will also possess excellent research, advocacy and analytical skills; excellent interpersonal and organisational skills; excellent communication and capacity-building skills; excellent media and external representational skills; and experience of planning, organising and prioritising work under pressure and meeting deadlines.

## **WORKING RELATIONSHIPS**

**Reporting to:** Senior Programs Officer or nominee.

**Other key relationships:** CICC's Management Team; CICC Team; CICC – Steering Committee; Member organisations of the CICC.

## **RESPONSIBILITIES**

The responsibilities of the RAC-Afr include but are not restricted to:

### **Strategy development and implementation**

- Develop and implement relevant anti-impunity Goals, Strategies and Projects focusing on: (i) legal, policy and practice reforms that will enable the strengthening of the ICC's effectiveness, independence and integrity; (ii) increasing Rome Statute membership in Africa; (iii) the domestication of the Rome Statute and related instruments by all African States Parties to the Rome Statute; (iv) influencing the development of progressive norms of public international law, international criminal justice and international human rights law; and (v) strengthening the African Union's (AU) engagement with the ICC and its support for the RSS.
- Develop and implement – in consultation with key stakeholders – change-influencing strategies targeting key change-influencing targets in Africa such as the African Union (AU), sub-regional economic communities, and key ICC platforms such as the Assembly of States Parties (ASP) Meetings and the ICC-NGO Roundtables Meetings.
- Facilitate the harnessing by CICC member organisations based in Africa of strategic litigation targeting the ICC, treaty-based dispute resolution mechanisms and select domestic jurisdictions with the objective of advancing the cause of (i) an effective RSS; and (ii) ending impunity for serious crimes under international law.

### **Strategic outreach and Africa CICC-membership growth**

- Develop and maintain a comprehensive database and mapping of key stakeholders in Africa (including key states, regional economic bodies, decision-makers, opinion-makers) and use such information to influence the realisation of the organisation's Africa and global anti-impunity Goals.
- Represent the organisation at relevant and appropriate fora in Africa and beyond.
- Ensure effective information-sharing and timely coordination with CICC members, the CICC – Steering Committee and other key stakeholders.
- Develop and implement strategies to grow the number and effectiveness of the CICC network in Africa.

### **Research, advocacy and strategic communications**

- Monitor key developments and undertake strategic advocacy to advance the organisation's anti-impunity Goals.
- Engage the AU and the continent's various sub-regional economic communities and influence the adoption by the respective bodies of pro-RSS and other anti-impunity rules, policies and practices.
- Undertake and publish relevant and compelling research outputs that advance the organisation's anti-impunity Goals.
- Ensure the effective and strategic use of traditional and new media and other communications to advance the organisation's Strategic Goals regarding the ICC, the RSS and International Justice more broadly.
- Oversee the strategic harnessing of the organisation's websites, including through posting articles, commentaries, blogs and publication of relevant newsletters.
- Develop and implement a CICC "International Criminal Justice in Africa Seminar Series" addressing topical international criminal justice issues to enhance the organisation's convening and change-influencing capacity and to influence the realisation of the organisation's anti-impunity Goals in Africa.

### **Legal and Policy advice & Fundraising**

- Provide timely and relevant legal and policy advice on key Rome Statute, international criminal justice, international human rights, and public international law issues.
- Use project-based strategic planning processes to realise the organisation's substantive and operational Goals.
- Undertake project activities, including administrative tasks related to planning, budgeting, executing, monitoring, and reporting on project-related activities and contracts.
- Develop and draft project funding proposals and progress reports.
- Supervise staff and interns.

### **QUALIFICATIONS AND EXPERIENCE**

- Law degree, bar admission, and at least seven years post-qualification experience of which two or more years should have been in private legal practice, prosecution or the Judiciary.
- Demonstrated knowledge of the RSS, international criminal justice, public international law and international human rights law.
- Demonstrated ability to think analytically and strategically, including the ability to advocate and defend complex issues as appropriate to different types of audiences, including key interlocutors at the ICC, the legal sector and the public.
- Excellent legal research, writing and editing skills and experience of producing a wide range of communications, including research reports, journal and blog articles, legal correspondence, and pleadings.
- Excellent political judgment and proven ability to develop and carry out innovative advocacy strategies.
- Experience in developing strong relationships with a wide range of actors from diverse cultural, geographic, economic, political and social contexts.
- Project management, including the ability to gather evidence and publish research to inform strategies, projects, work plans, activities and impact assessments.
- Experience with developing and administering efficient processes, systems, and workflows to ensure impact-driven projects and operations.
- Experience with record keeping, project and program-based budget management and reporting.
- Fluency in either English or French, with high proficiency of the other required.

## BEHAVIOUR AND COMPETENCIES

The RAC-Afr will be required to evidence that they can meet the qualities associated with the following behavioural competencies.

- **Managing self and personal skills:** Being aware of own behaviour and mindful of how it impacts on others, enhancing personal skills to adapt to professional practice accordingly.
- **Delivering excellent service:** Providing the best quality service to enhance organisational impact. Building genuine and open long-term relationships in order to achieve the organisation's Mission.
- **Finding solutions:** Taking a holistic view and working enthusiastically to analyse problems and to develop workable solutions. Identifying opportunities for innovation.
- **Embracing change:** Being open to and engaging with new ideas and ways of working. Adjusting to unfamiliar situations, shifting demands and changing roles.
- **Using resources effectively:** Identifying and making the most productive use of resources, including people, time, information, networks and budgets.
- **Engaging with the wider context:** Enhancing your contribution to the organisation through an understanding of the bigger picture and showing commitment to organisational values.
- **Developing self and others:** Showing commitment to own ongoing professional development. Supporting and encouraging others to develop their professional knowledge, skills and behaviours to enable them to reach their full potential.
- **Working together:** Working collaboratively with others in order to achieve objectives. Recognising and valuing the different contributions people bring to this process.
- **Achieving results:** Consistently meeting agreed objectives and success criteria. Taking personal responsibility for getting things done.

## APPLICATION PROCEDURE

Please apply by 20 November by sending a cover letter not exceeding two (2) pages, a Curriculum Vitae not exceeding (2) two pages and contact information of three (3) professional references by email to [HR@wfm-igp.org](mailto:HR@wfm-igp.org) with the subject header:

*[First and last name] – Research and Advocacy Coordinator – Africa*

Please indicate your earliest possible start date in your cover letter. Applications will be reviewed on a rolling basis. Consequently, you are advised to submit your applications as early as possible. Short-listed candidates will be invited for a telephone/Skype or an in-person interview if conditions permit no later than 20 November. Due to the anticipated number of applications, only short-listed candidates will be contacted.

NO phone inquiries please.

Applicants must already possess the right to live and work in the relevant jurisdictions. The CICC is an equal opportunity employer strongly committed to hiring and retaining diverse and internationally representative employees. Women and those of minority backgrounds are strongly encouraged to apply.

## ABOUT the Coalition for the International Criminal Court (CICC)

The CICC is a program of the World Federalist Movement – Institute for Global Policy (WFM-IGP) – an organisation that campaigns for global solutions to transnational challenges. For further information on WFM-IGP, please see the website: <http://www.wfm-igp.org>. The CICC was established in 1995 and the CICC Secretariat administers the coalition whose members are drawn from over 2,500 civil society organisations from over 150 different countries. CICC members work in partnership to advance the cause for justice for victims of serious crimes under international law through a fair, effective and independent ICC and a universal RSS. Further information about the CICC, please see the website: [www.coalitionfortheicc.org](http://www.coalitionfortheicc.org)