

## Vacancies for two programme officers

### Right to education

### Right to health

(29 October 2020)

*Vacancies open until Sunday 15 November. Please apply **as soon as possible**, interviews will be conducted on a rolling basis until the positions are filled. To apply, please fill in the form on <http://bit.ly/HealthEducationApplicationGIESCR>.*

The Global Initiative for Economic, Social and Cultural Rights (GI-ESCR) is a non- governmental organisation that believes transformative change to end endemic problems of social and economic injustice is possible through a human rights lens. Our vision is of a world where the human rights framework reflects the real-world experiences of all of us, effectively furthering social and economic justice and human dignity, and catalysing change from the local to the global, back to the local.

#### **Our mission is to:**

- Strengthen the international human rights framework through creative standard-setting, so that the framework reflects the experiences, needs and aspirations of marginalised individuals, groups and communities, with a focus on creating beneficial standards and jurisprudence aimed at transformative change.
- Mobilise and partner with advocates, social movements and grassroots communities at national and local levels to more effectively claim and enforce ESCR, including by engaging regional and international mechanisms for local impact.
- Contribute to the effective promotion and realisation of ESCR so that everyone is able to fully enjoy their ESCR in practice, without discrimination and on the basis of equality.
- Provide innovative tools and resources to ESCR advocates and civil society actors, policy makers, development actors and others on the practical implementation and realization of ESCR.
- Identify, respond to and provide thought leadership on, emerging trends and threats to ESCR.
- Monitor and strengthen the international human rights mechanisms to ensure that they are accessible to ESCR advocates and rights holders and effective mechanisms for ESCR monitoring and accountability and facilitate and support civil society engagement with those bodies.

For further information about GI-ESCR work, mission, and values, you may visit our website at [www.gi-escr.org/](http://www.gi-escr.org/).

## General information about the positions

### Job Titles

**Programme Officer, Right to Education**

**Programme Officer, Right to Health**

**Location:** Flexible. Nairobi preferred, but other locations considered. We understand that this moment, during the Covid-19 pandemic, makes travel difficult, and therefore we aim to be flexible regarding the programme officers' location.

**Commitment:** full time, 40 hours a week.

**Salary Range:** 1,500 USD to 2,000 USD gross per month (including income taxes), depending on level of experience and location.

**Benefits:** Contribution to health insurance; 25 days of annual leave and 10 days of public holidays.

**Deadline for applications:** Sunday 15 November 2020, 23.59 hrs GMT. Please note that interviews with candidates will be done on a rolling basis and the positions will be filled as soon as the adequate candidate has been identified. We advise you to apply as soon as possible.

**Start Date:** As soon as possible.

**Duration:** 12 months contract, with the intention to extend, depending on funding.

**Probation period:** 3 months.

### Job Profile

GI-ESCR is seeking to recruit two committed programme officers who will contribute to the programme working on public services on human rights: a Programme Officer, Right to Education, and a Programme Officer, Right to Health. The responsibilities and skills will be similar, with respective focus on education and health. The two positions will focus on addressing privatisation in these sectors.

The programme officers will, under the management of the head of the programme on public services and human rights, assume primary responsibility for planning, developing, and implementing GI-ESCR's research, advocacy and communications plans on the right to education and the right to health, and act as a focal point for coordinating with partners.

## REQUIRED EXPERIENCE, SKILLS AND QUALIFICATIONS

- Advanced university degree (Master's degree or equivalent) in law or in related fields (political science, international relations, social sciences, etc.) with strong experience doing legal analysis. A first-level university degree in combination with 5 additional years of qualifying work experience may be accepted in lieu of the advanced university degree. A very good understanding of human rights law, acquired through studies or professional practice, is required.
- A minimum of two years of progressively responsible experience in human rights work, including substantive experience working on economic, social and cultural rights. Experience with another human rights organisation is highly desirable. Experience working on the rights to education and/or health will be an asset.
- Experience conducting human rights research, advocacy and monitoring on economic, social and cultural rights is highly desirable. Strong networks with civil society organisations working on economic, social and cultural rights will be a strong asset.
- Fluency in English is required. Fluency in other languages is highly valued.
- Understanding and experience of project management is desirable.
- Experience working with staff from diverse backgrounds and located in various time zones and working

remotely will be an asset.

## Person Specification

- Specialist and in-depth knowledge of the legal frameworks for economic and social rights – in particular the right to education and/or the right to health. Good understanding of the nature of key human rights concerns, as well as the relevant political, social, legal, economic, cultural, ethnic, racial and gender issues;
- Professional experience of undertaking research on human rights and the thematic area of your brief.
- Good understanding of human rights mechanisms, and the international and national levels.
- Demonstrated ability to analyse human rights issues, and to develop short and long-term strategies to achieve human rights impact and solid change. Ability to think strategically and exercise sound political judgement in developing policy positions.
- Excellent written English and the ability to produce clear, persuasive, and concise research documents, policy positions, and strategy papers, using human rights as a legal tool for analysis.
- Ability to represent GI-ESCR to a variety of external stakeholders, to present ideas clearly, and advance compelling arguments in English (essential) and other relevant languages (desirable).
- Experience of working in a team, participating in the collective coordination of the work of the team by contributing to setting priorities, motivating self and others, and resolving team conflicts. Ability to work independently and remotely with a team.
- Passion for social justice, and in particular the defence and promotion of public services to realise human rights. Good understanding of the political and legal issues at stake related to privatisation and public services.
- Rigorous, and in particular attention to details when producing documents.
- Ability to work well under pressure and to manage multiple priorities while working effectively towards deadlines.
- Strong interpersonal skills in order to work collaboratively within GI-ESCR as well as with external partners, across cultures.
- Flexibility in schedule to accommodate meetings with people in different time zones.
- Willingness and ability to travel for at least 25% of the time (when possible).

## Main Responsibilities

### Research and analysis

- Assigns, coordinates, participates in, and/or conducts research and monitoring activities on privatisation and the right to education/health, including in particular by working with partners.
- Prepares advocacy reports, statements and other relevant materials related to privatisation and the right to education/health.
- Provides analysis on the political dynamics relevant for the right to education/health.
- Conducts legal analysis of the right to education/health to input into internal documents, to support partners, or to engage in external processes.
- Works with the Women's Rights Officer to provide a gender analysis of privatisation and the right to education/health.

### Advocacy and campaigning

- Coordinates GI-ESCR's advocacy activities on the right to education/health.
- Coordinates the relationship with partners working on the right to education, and develops, cultivates, and supports a strong network of like-minded organisations on the issue, including through existing

networks.

- In liaison with the Senior Research and Legal Advisor, liaises and advocates with education or health institutions, including UNESCO or the World Health Organisation, the Global Partnership for Education or the Global Fund to Fight AIDS, Tuberculosis and Malaria, and the World Bank.
- Identifies other opportunities for advocacy and leads advocacy on the right to education/health with the target institutions.
- Generates public awareness and builds pressure to implement the human rights standards related to the right to education/health, in particular the Guiding principles on the human rights obligations on States to provide public education and to regulate private involvement in education (Abidjan Principles)

### Administration

- Contributes to the development of new projects and supports the fundraising efforts regarding the right to education/health.
- Leads the reporting to donors on aspects related to the right to education/health.
- Performs all necessary administrative tasks to ensure effective functioning of the programme and projects.
- Engages in monitoring and evaluation and learning on the work conducted.

### HOW TO APPLY

Please apply immediately, and at the latest by Sunday 15 November 2020, 23.59 hrs GMT. **Please note that interviews with candidates will be conducted on a rolling basis as soon as candidates are identified, and the positions will be filled as soon as the adequate candidate has been identified. We encourage you to apply as soon as possible.**

Please apply by filling-in this form: <http://bit.ly/HealthEducationApplicationGIESCR>. Please include in the online form:

- A cover letter explaining your interest in this position, how you learned about it, and detailing your experience.
- A current resume or CV summarizing your related work experience and background.

If you are experiencing technical difficulties with your application submission, please email [info@gi-escr.org](mailto:info@gi-escr.org), including “Programme Officers Health/Education” in the subject line. Due to the large number of responses anticipated, applications via email will not be accepted and inquiries regarding the status of applications will not be answered.

### Selection Process

The selection process will have the following phases:

1. Submission and review of applications.
2. Shortlisting of candidates. Short listed applicants will be contacted for an interview online.
3. Interviews and a brief practical exam will be conducted for all shortlisted applicants.
4. Notification of the successful applicant.

We kindly request candidates not to call or send inquiries by email to request information about the progress of your application. Only complete applications will be reviewed, and only shortlisted candidates will be contacted.

GI-ESCR is committed to the principle of equal of opportunity in employment, therefore, applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.