



Legal and Advocacy Director

Application Deadline: 1 April 2021

Salary: £45,000 p.a.

Location: Remote until office re-opens. Candidates must have a right to work in the

UK.

Start date: 1 June 2021 or as soon as possible after this date

Organisation Overview

Rights and Security International (RSI), formerly Rights Watch (UK), is a human rights organisation that upholds rights in the national security context. For over three decades—initially in Northern Ireland and now globally—RSI has successfully advocated for a rights-based approach to security and held Governments to account for unlawful actions. Our vision is of a world that recognises that our individual freedoms are essential to our collective safety and well-being.

We mobilise our knowledge and expertise to address cutting-edge contemporary issues, such as racial and gender biases in counter-extremism programmes, the overuse of emergency laws and the impact of national security measures on children and vulnerable adults. In 2020, we began an international expansion that will ultimately bring our work to countries across the globe where governments misuse security laws and programmes.

We have received wide acclaim for our work, including the Parliamentary Assembly of the Council of Europe (PACE) Human Rights Prize for ‘outstanding civil society action in the defence of human rights in Europe’ and the Beacon Prize for Human Rights.

RSI’s work is becoming increasingly relevant given the stark rise globally in ‘security’ measures that silence human rights defenders, disproportionately impact vulnerable and marginalised communities, and hinder peaceful activism. At the same time, the obstacles that victims of security-related abuses face in accessing justice have significantly increased as governments hide behind excessive secrecy and systematically dismantle legal protections.

As RSI’s Legal and Advocacy Director, you will help lead the organization and make an impact worldwide as we strengthen our rights advocacy both within the UK and internationally. You will supervise our UK legal and policy work; draft and review analyses under international human rights law, international humanitarian law and (where possible) foreign law; and help us develop international advocacy strategies to advance rights around the world.

This position reports to the Executive Director. It may entail personnel management responsibilities.

Person Specification:

You must have a right to work in the United Kingdom and plan to be based here.

RSI is looking for a passionate and experienced human rights professional who has:

- A post-graduate qualification in law.



- A minimum of 5-7 years of experience in international human rights law and human rights advocacy, preferably including at least some experience with rights abuses arising from national security measures.
- Experience developing strategic or project plans, including for international or regional advocacy.
- A record of researching and publishing human rights reports or similar materials.
- Experience managing individuals or small teams.
- A history of creative, strategic and timely approaches to human rights work.
- An ability to convey complex legal concepts to the public or other advocacy targets in simple and approachable terms.
- A strong commitment diversity, equity and inclusion in the workplace.
- A strong commitment to working respectfully and sensitively with colleagues as well as a broader range of partners and stakeholders.

Other desirable but optional qualifications include:

- A qualification to practise law in the UK or another common-law jurisdiction.
- Expertise in one or more of the following areas: racial justice, gender rights or other aspects of equality; migrants' rights; technology and privacy; or the freedoms of expression and association.
- Experience building coalitions.

You must speak and write English fluently, and fluency in other languages is a plus.

Application details: If you are interested in this position, please send the following materials to info@rightsandsecurity.org:

- (1) Your CV
- (2) A cover letter explaining your interest in RSI and how you fulfil the person specification – maximum 2 pages

By submitting your application, you consent to our processing and retention of your personal data to the extent, and for the time period, necessary to consider the application. We will keep your application on file for no more than six months.

Responsibilities:

- Work with the Executive Director to create and implement strategic plans for specific projects as well as the organisation as a whole.
- Research, draft and review materials on matters of international law such as international and regional human rights law, international humanitarian law and international criminal law.
- Research, draft and review legal and advocacy materials on matters of UK and foreign law.
- Develop and implement law reform and litigation strategies.
- Supervise the legal and advocacy work of more junior team members, potentially as a line manager.
- Lead efforts to inform and shape public opinion both in the UK and globally, such as by drafting opinion pieces and calls to action.
- Help build and strengthen an international coalition of civil society organizations that address human rights issues arising from States' security laws and programmes.
- Build effective and lasting relationships with other key stakeholders.
- Be a strategic leader and thinker in the field of national security and human rights.