



EURO-MEDITERRANEAN HUMAN RIGHTS NETWORK
RÉSEAU EURO-MÉDITERRANÉEN DES DROITS DE L'HOMME
الشبكة الأوروبية - المتوسطية لحقوق الإنسان

The Euro-Mediterranean Human Rights Network (EMHRN) is looking for an ADVOCACY DIRECTOR based in its Brussels EU office

Closing date for receipt of applications: Monday 7 April 2014 (12:00)

The EMHRN is looking for a dedicated, dynamic and experienced new Advocacy Director to develop and implement EMHRN advocacy strategies and lead its advocacy team.

BACKGROUND

The Euro-Mediterranean Human Rights Network (EMHRN) is a network of more than 80 human rights organizations in 30 countries. Its mission is to promote and strengthen human rights and democratic reform within EuroMed relations, the European Neighbourhood Policy and other EU-Arab cooperation frameworks. The Network seeks to develop and strengthen partnerships between NGOs in the Euro-Med region, disseminate human rights values and increase members' capacity in this regard (see also www.euomedrights.net).

The EMHRN was established in 1997 and is today a key human rights players and an important voice for the human rights civil society of the Euro-Mediterranean region. Its Brussels EU office, where the Advocacy Department is located, has established itself as a key interlocutor for the EU institutions and international human rights organisation in the field of EuroMed human rights issues. Its role as an interface between the civil society organisations of the South Mediterranean region and the Brussels-based institutions and organisations was further reinforced in the aftermath of the Arab Spring and the subsequent transition processes.

THE JOB

As EMHRN's new Advocacy Director, you will be part of the EMHRN top management team and you will advise the Executive Committee and Executive Director on advocacy issues. You will be responsible for developing and implementing advocacy strategies and activities on EMHRN priority issues with the aim of ensuring the sound delivery of EMHRN overall strategy and objectives. You will maintain and develop EMHRN presence and role vis-à-vis key external stakeholders mainly in Brussels. You will lead an advocacy team (currently consisting of five persons) and will ensure guidance and coordination both within the team and with other EMHRN programmes and departments.

For a full description of the position, please [see here](#).

Applicants should have as a minimum a university/Master degree in Political or Social Science, Law, Human Rights, European Affairs or related fields. Applicants should be strongly committed to working in the field of human rights and have a previous international advocacy experience of minimum 8 to 10 years. They should in particular be able to demonstrate experience in:

- Producing strategic political analysis
- Developing and implementing effective policy and advocacy strategies with institutional, governmental or other relevant actors



- Working effectively with civil society organisations, in particular building strategic alliances to achieve the common objectives
- Developing the public profile of an organization

Main qualifications are:

- A demonstrated experience in human rights advocacy
- Experience of working at European or international level
- Demonstrated ability to think strategically and creatively
- Excellent political judgment and understanding of political dynamics
- Proven experience in staff management and ability to motivate and guide a team
- Excellent communication skills (writing and presentation), including a high standard of written and spoken English and French.
- Excellent representational skills

Other key qualifications, experience and assets include:

- A good knowledge of the EU institutions and EU decision-making processes.
- An excellent knowledge of human rights and international standards
- Work experience with or knowledge of the North African and/or Middle East countries
- Ability to work in a multicultural environment and to maintain excellent working relationships
- Ability to deal with multiple, sometimes conflicting priorities, and to adapt rapidly to changing environments
- Knowledge of the UN system will be considered a further asset
- Knowledge of Arabic will be considered as a further asset

CONTRACT

Preferred start of assignment: 1 June 2014

Contract: one year time-limited contract (under Belgian law) with possibility of a time-unlimited contract after one year.

Location: EMHRN EU office, Brussels

Salary: EMHRN is offering a competitive remuneration package (depending on individual experience and qualifications) including representation fees, pension scheme, insurance scheme, lunch vouchers and 30 days annual leave (20 days Belgian legal holidays and 10 conventional days). Short-listed applicants will be required to indicate their wage expectations during the job interview. This information can also be provided with the application itself.

APPLICATION AND SELECTION PROCESS

Applicants should read carefully:

- the current vacancy ad, including the description of the position
- EMHRN Strategy 2012-2018 (see <http://goo.gl/NXvnIJ>)
- EMHRN Work Programme 2012-2015 (see <http://goo.gl/gwDVML>)

and forward 1) a letter of application and 2) a CV, by email and in English, before **Monday 7 April 2014 (12:00)** to **Fabrice Liebaut, head of Administration Finances and Human Resource**



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Department at fli@euromedrights.net. Letters or CVs drafted in another language than English or received after the deadline will not be considered.

All applicants will be informed about the outcome of their application shortly after the above-mentioned deadline. The interviews will be held in EMHRN in Brussels on **Wednesday 23 and Thursday 24 April 2014**.

The interviews will be held in English and French and will last approximately 60 to 90 minutes. Shortlisted applicants will be requested to explicit their credentials amongst other topics on the following main issues:

- Development of advocacy strategies
- Political analysis
- Knowledge of EU institutions and decision-making processes
- Organisational management
- Staff management

The recruitment process will also include a written exercise (short-listed applicants will be informed in advance) and, if deemed necessary, a second round of interviews.



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The Euro-Mediterranean Human Rights Network is a network of more than 80 human rights organisations, institutions and individuals based in 30 countries in the Euromed region.

The Network is deeply attached to universal human rights principles and convinced of the value of cooperation and dialogue across and within borders.