

JOB DESCRIPTION

AMNESTY INTERNATIONAL NIGERIA NATIONAL OFFICE

JOB TITLE: Researcher, Nigeria

AMNESTY INTERNATIONAL ENTITY: Nigeria National Office

LOCATION: Abuja

JOB PURPOSE: To develop and implement overarching research and programmes to deliver impact in relation to agreed priorities. By providing research expertise, research management, political judgment and analytical, communication and representational skills. Essential tasks include conducting research / investigations, writing reports, briefings, analyses and press releases, and advocacy all in difficult circumstances and with pressing deadlines. The thematic focus will include but not limited to Civil and Political Rights and will address issues related to criminal justice system, policing and human rights, Human Rights Defenders, freedom of expression, assembly and association, civic space, and abolition of the death penalty.

AMNESTY NIGERIA PURPOSE: Amnesty International Nigeria is a national human rights entity that is part of a global human rights movement. Our mission is to build an inclusive and constructive constituency in Nigeria for Nigeria on Nigeria that has a significant impact on the key human rights issues of contemporary Nigeria; and to build a culture of respect for human rights in Nigeria.

AMNESTY INTERNATIONAL PURPOSE: Amnesty International operates from several sites around the world and gathers and communicates accurate and action-oriented human rights information globally. We campaign for meaningful human rights change; enable effective human rights activism and work to persuade governments and other actors to uphold universal human rights standards.

WORKING RELATIONSHIPS

Reporting to: Programmes Manager - Amnesty International Nigeria

Posts that this job manages: This post has no line management responsibility. However, the researcher participates in coordinating the work of the team, other participants in research and campaigning projects, consultants, interns, temporary staff, and volunteers.



Other key relationships: Amnesty International Nigeria staff particularly the researchers, campaigners and the Finance and Office Manager; West and Central Africa Regional Office (WARO), International Secretariat (IS) particularly law and policy and relevant thematic teams

MAIN RESPONSIBILITIES

- Monitor, research, investigate and analyze human rights-related developments in order to provide timely, accurate, independent and impartial assessments and expert advice on the human rights situation in Nigeria. This includes being on stand-by for immediate deployment to carry out research and advocacy; produces briefings, reports and press releases of the highest standards.
- Organize, take part in and lead, where agreed, field research and other missions, leading specifically on information-gathering, fact-finding, analysis, and assessment of human rights concerns, including in response to crisis situations; prepare, where necessary, security advice and risk assessments and security plans for missions, political and other briefings in relation to the mission for Amnesty International management; and represent Amnesty International in the field.
- Monitor and analyse political and economic trends with a view to developing effective responses to address human rights violations
- Together with the campaigners, devise and implement advocacy and campaigning strategies for addressing the violations and abuses documented, including by targeting influential institutions.
- Develop and maintain effective constituencies of public and confidential contacts and partners in and outside the organization - such as human rights activists, CSOs, members of legal and other professions, UN and AU agencies and governmental representatives - to optimize information gathering and verification and the development and implementation of effective strategies and plans.
- Write reports and other materials for publication and internal use and contribute to and provide expert advice in relation to written and other materials produced by other staff within AI Nigeria, as well in the International Secretariat and in the Amnesty International movement as relevant.
- Respond to breaking developments which are deemed strategically important, including conducting research and producing written materials such as press releases in short-time frames.
- Represent Amnesty International to external audiences, and to communicate Amnesty International's concerns, positions and, where relevant, campaign strategies to external and internal stakeholders.
- Contribute to the development and maintenance of an effective and secure information management system.
- Contribute to the development of programme-wide strategies and plans for research and campaigning and provide input into internal discussions on the Amnesty International mission, policy, organizational and other issues to increase the effectiveness of Amnesty International's work
- Perform all necessary administrative tasks to ensure effective self-servicing



- Contribute to the overall flexibility of resource use, including through setting priorities, preparing work plans, monitoring their progress, and maintaining budgets
- Contribute to human rights education and growth activities through research.
- Contribute to the team's response during a crisis or unexpected work.
- Positively support Amnesty International's fundraising goals by contributing to the development of cases for support and funding proposals as necessary.

This is not an exhaustive list of duties. The need for flexibility is required and the post holder is expected to carry out any other related duties, that are within the employee's skills and capabilities whenever reasonably instructed.

SKILLS, ATTRIBUTES AND EXPERIENCE

- A bachelor's degree in social sciences, humanities, international relations, law or related disciplines;
- A master's degree would be an advantage;
- At least 5 years' experience working in human rights, development or social justice sector
- Knowledge of international human rights law and international humanitarian law.
- Demonstrated commitment to human rights, e.g. through previous work, membership of an organization
- Specialist knowledge and first-hand experience of Nigeria and an in-depth understanding of the nature of key human rights concerns, as well as socio-political, economic and cultural issues in them.
- Understanding of equal opportunities, diversity issues and gender equality as well as a commitment to apply relevant policies.
- Excellent communication and writing skills; demonstrated ability to express ideas in a fluent, clear and concise way, both orally and in writing, in English.
- Ability to work and communicate in at least one major Nigerian language and pidgin is desirable.
- Ability to represent Amnesty International Nigeria to external stakeholders; and to communicate Amnesty International's concerns, positions and, where relevant, strategies to external and internal stakeholders.
- Demonstrable experience of writing research and other materials for a variety of audiences together with an understanding of the importance of tailoring materials for various target audiences including through digital channels
- Good knowledge of security issues including digital security and use of secure communications.
- Experience of interviewing and dealing in an appropriate manner with witnesses, survivors, as well as with senior government officials, policy makers, and law enforcement
- Ability to deal in an ethical, sensitive, and understanding manner with a variety of people, including survivors of human rights violations and others who may be distressed.
- Ability to exercise good political judgment, thorough analysis and diplomacy to develop effective strategies to impact on human rights in the region;



- Good interpersonal skills, a helpful and personable attitude
- Possess a high level of resilience, is creative and able to be flexible and change orientation as required
- Experience of working within a team, understanding the importance of efficient support and communications for the coordination and effective functioning of teams.
- Ability to work under pressure, manage conflicting demands, multi task and work to deadlines to achieve results;
- Able to work in a manner that is consistent with the organisation's core behaviours and competencies.
- Ability and willingness to undertake personal administrative tasks in accordance with AI's guidelines on self-servicing;
- Good working knowledge of standard Office software e.g. Word, Excel, PowerPoint, Outlook
- Good understanding and use of social media e.g. Facebook, Twitter, Instagram

EQUALITY STATEMENT

Equality and diversity are at the core of our values and staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

CONFLICT OF INTEREST

Public or other activity, affiliation to or support for any group or organization, personal association or other factor which may generate a real or perceived conflict of interest with Amnesty International's principles (specifically independence and impartiality), or raise a security concern, or otherwise prevent the candidate from carrying out key functions of the specific post and would therefore disqualify the candidate from being appointed.

