

Job Title:	Programme Director: Causes and Resolution of Exile
Location:	Kampala, Uganda
Reporting to:	Executive Director
Contract duration	12 months (with 3 month probation) - extension subject to funding
Terms and Conditions cause	Basic salary commensurate with experience plus benefits including health insurance. Full time position 22 days leave a year in addition to statutory holidays

Background to IRRI

The International Refugee Rights Initiative (IRRI) – www.refugee-rights.org - was founded in 2004 to inform and improve responses to the cycles of violence and displacement that are at the heart of large-scale human rights violations. Headquartered in Uganda, we are registered as a non-governmental, non-profit organisation in the US, the UK and Uganda.

Over the last 12 years, we have developed a holistic approach to the protection of human rights before, during, and in the aftermath of displacement, by focusing on:

- identifying the violations that cause displacement and exile,
- protecting the rights of those who are displaced, and
- ensuring the solutions to their displacement are durable, rights respecting, safe and timely

We aim to ensure the voices of the displaced are both heard and heeded at the international level through our evidence based advocacy that is built on robust field based data collection and analysis.

Job Outline:

The Programme Director will be responsible for providing overall programme management of one of IRRI's core programmes looking at conflict prevention and the prevention of mass atrocities as causes of displacement and issues around conflict resolution, peace building and accountability in the resolution of exile.

Reporting to and working with the Executive Director, the Programme Director will work across the organisation in order to maximise our impact and to develop our expertise in preventing, mitigating, minimising or remedying conflict and mass atrocity. This position will require travel to the field and other locations.

Key areas of responsibility:

1. Lead on developing programme strategy and priorities.
2. Plan and implement the programme's activities.
3. Ensures effective management.
4. Research new funding opportunities and contribute to fundraising activities on behalf of IRRI and this programme.
5. Work with IRRI staff and programme partners on produce high quality publications.
6. Lead on regional and international advocacy and awareness-raising activities with support of IRRI colleagues and represent IRRI externally.
7. Build and maintain effective external partnerships.
8. Undertake regular field missions to undertake research, establish and maintain relationships and increase IRRI's impact.
9. Ensure timely and accurate reporting to funders and IRRI management,
10. Collaborate with IRRI's programme managers to support IRRI's overall programme work and

to identify areas for cooperation and joint action.

Person Specification

Mandatory

- An advanced degree in law, human rights, international relations/politics, conflict studies or a related field, ideally in international humanitarian or human rights law.
- Minimum seven years professional experience in human rights, with experience of conflict and/or mass atrocity prevention and peace building and/or conflict resolution, preferably at an international level
- Practical experience of working in conflict and post conflict environments.
- Experience in the creation and management of project budgets.
- Ability to design and manage effective programmes.
- Experience in working with local partners and an ability to work with diverse teams.
- Experience planning and conducting national, regional and international advocacy.
- Excellent writing and English language skills.
- Excellent interpersonal and communications skills.
- Willingness to travel and work outside of office hours as necessary.

Desirable

- Knowledge of an additional regional languages or language, e.g. French, Arabic, Swahili etc.

We encourage all qualified and interested applicants to submit an up-to-date CV and covering letter with current salary and salary expectations, a writing sample and three professional references.

Submit via email to recruitment@refugee-rights.org

IRRI provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, colour, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation.

Application deadline: 5pm (Uganda) Tuesday January 3 2017

Only candidates who have been selected for an interview will be contacted.