

## **Job Description: Human Rights Officer**

### **Re-Advertised**

<b>Nature of Position:</b>	Independent Contractor
<b>Position Duration:</b>	24 Months (with possibility of extension subject to funding).
<b>Location:</b>	Remote, based anywhere in the African continent. (with occasional travel)
<b>Remuneration:</b>	USD 24,000 annually
<b>Deadline to apply:</b>	15 September 2025
<b>Application process:</b>	See “How to apply” section below.

### **1. AFRICA ALBINISM NETWORK**

The Africa Albinism Network (AAN) is an African-led charity founded in 2021 by the inaugural UN Independent Expert on albinism. AAN is committed to creating an inclusive world where persons with albinism can live free from brutality and discrimination. AAN promotes the rights, well-being, and inclusion of persons with albinism in Africa through advocacy, capacity development, collaboration, and research. It focuses its efforts on strengthening leaders of albinism groups across twenty-five African countries to enable concrete protection and inclusion of persons with albinism in their communities.

#### **VISION**

Toward an inclusive world for people with albinism, free from brutality and discrimination.

#### **MISSION**

AAN promotes the rights, well-being, and inclusion of people with albinism in Africa through advocacy, capacity development, and collaboration.

#### **CORE VALUES**

These are the core values of the AAN:

- A Culture of Accountability
- Center the Voices of People with Albinism

- Prioritize Collaboration & Partnerships
- Commitment to Equity & Inclusion
- Advance Justice

## **2. JOB DESCRIPTION**

The AAN is seeking an initiative-taking and experienced Human Rights Officer with a background in law, human rights advocacy, excellent communications skills in oral and written English, who can support the human rights work of AAN.

This remote, desk-based role includes regular communication, supervision, and occasional travel. The contract is expected to last for a 24-month period, with the possibility of extension (subject to funding).

### **Essential Duties:**

- Support the preparation and submission of shadow/alternative reports to the United Nation (UN) and African Union (AU) Human Rights Treaty Bodies (e.g., CRPD, UPR, ACHPR, ACERWC).
- Coordinate the participation of African human rights defenders with albinism in high-level international and regional advocacy convenings and trainings (e.g., ACHPR and ACERWC sessions, COP, Human Rights Council sessions).
- Draft statements, policy briefs, and reports that amplify the human rights concerns of persons with albinism in Africa.
- Ensure human rights language and standards are mainstreamed in all organization documents and communications.
- Review draft communications and organization report to ensure human rights standards.
- Support the preparation of activity and quarterly reports for the Human Rights Advocacy Department.

### **Responsibilities:**

- Lead the human rights-based curriculum development and other planning of Capacity Development workshops on Human Rights mechanisms for African albinism groups in multiple regions.
- Collect and analyze data and feedback from African human rights defenders with albinism who participate in project activities.
- Attend pre-approved meetings, including weekly team meetings to support any of the above processes.

- Undertaking investigations, fact-finding missions and drafting mission reports.
- Participate in relevant Board or Executive-level meetings to contribute to the growth of the organization in its human rights advocacy work and other relevant areas of work.
- Any other relevant tasks to be assigned.

### **3. QUALIFICATIONS**

#### **Required skills/experience/attributes:**

- Masters degree in law or international human rights law.
- A minimum of 2 years of full-time professional experience in human rights advocacy.
- Demonstrated experience engaging with United Nations (UN) or African Union (AU) human rights mechanisms is a strong advantage.
- Prior work experience with non-governmental organizations (NGOs), donor agencies, international institutions, or academic institutions is highly desirable.
- Demonstrated ability to write and speak in English effectively and analyze and summarize complex information for diverse audiences.
- Advanced research skills, including human rights and academic research.
- Demonstrated experience producing policy briefs or reports for the AU, UN, or other intergovernmental agencies.
- Exceptional advocacy skills – written and oral.
- Familiarity with interest and enthusiasm for human rights in general and the rights of people with disabilities.
- Ability to work independently without little to no supervision, managing own workload to meet specific project deadlines with careful attention to detail.
- Strong organizational skills and the ability to manage multiple tasks and deadlines.
- Excellent interpersonal skills and ability to build trusting relationships with a diverse group of stakeholders.
- Ability to work in a relatively small / new organization.

#### **Desirable skills / experience attributes:**

- Knowledge of French, and/or Portuguese is desirable.
- Knowledge of the African Union Plan of Action on albinism (2021-2031).
- Ability to work as part of a cross-cultural team.
- Knowledge of culture differences, and travel experience on the African continent.

#### 4. TIME & REMUNERATION

Time commitment is 40 hours a week (Full Time).

#### 5. HOW TO APPLY

Applicants are requested to submit the following documents in English to [info@africaalbinismnetwork.org](mailto:info@africaalbinismnetwork.org) no later than **15th September 2025**:

- **Cover letter** (maximum 1 page)
- **CV** (maximum 2 pages)
- An **original, unedited writing sample** (maximum five pages) analyzing the situation of persons with albinism in the context of the **Universal Periodic Review (UPR)** for their country.

Applicants from all backgrounds are welcome to apply. We particularly encourage qualified persons with disabilities, including persons with albinism, as well as women, to submit their applications.

**Please note:** Due to limited staffing capacity, only shortlisted candidates will be contacted for interviews.