

Senior Advocacy Associate (Africa)

Request for Proposals



1. Overview of Services

The Human Dignity Trust (the '**Trust**') is seeking to contract two Senior Advocacy Associates (the '**SAAs**') to input into the development and delivery of key aspects of the Trust's strategic litigation and legislative reform work in Sub-Saharan Africa.

- Location: 1 x East or West Africa & 1 x Southern Africa
- Languages Required: English (essential), Arabic/French/Portuguese (desirable)
- Starting Date: 8 January 2024
- End Date/Duration of Assignment: 31 March 2025
- Total number of days over 15 months: 225
- Fees: dependent on experience and location

2. The Human Dignity Trust

2.1. About Us

The Human Dignity Trust is a legal charity based in London, UK that supports local lawyers and human rights defenders to uphold human rights and constitutional law in countries where private, consensual same-sex sexual conduct is criminalised.

Currently, 66 jurisdictions worldwide maintain these criminal laws. Legal provisions that criminalise lesbian, gay, bisexual and transgender (LGBT) people put them beyond the protection of the law, fostering a climate of fear, stigma and violence. These provisions also violate constitutional and international human rights law.

The Trust provides pro bono legal and communications technical assistance at the request of, and in collaboration with, human rights defenders, local lawyers and other partners who wish to use the courts to challenge the laws that criminalise same-sex intimacy or related repressive governmental actions that are justified on the basis of the criminal law. We also provide legal, communications, and stakeholder engagement technical assistance to governments and civil society groups working to reform discriminatory, colonial-era sexual offence laws and enact legislation that protects LGBT people, women, persons living with disabilities and other marginalised groups. Since our inception in 2011, we have worked with partners in over 25 countries in all regions of the world.

Our legal technical assistance is carried out by our expert staff team in collaboration with a panel of leading international law firms and barristers who assist us pro bono, and in the case of our legislative reform work also with our Commonwealth Group of Experts comprised of legislative drafters, lawyers, academics and other subject-matter experts.

3. Background and Purpose

The Trust is currently engaged in providing legal and communications technical assistance for both legislative reform and litigation work globally, including in the Sub-Saharan African region. Our focus is on exploring and advancing opportunities to decriminalise LGBT people, to effect wider change to sexual offence laws, to develop certain forms of protective legislation such as hate crime and equal opportunity laws, and to counter new and emerging anti-LGBT laws. In the coming years, depending on funding, the Trust is anticipating being able to expand our support for this type of work in the region, while ensuring it is locally informed and driven.

To this end, the Trust is looking to contract two SAA(s), with proven success in promoting human rights through legal and/or policy change in jurisdictions that criminalise or have recently decriminalised private, same-sex, consensual sexual activity. The SAA(s) will play an important part in identifying, exploring, and advancing opportunities for strategic litigation and legislative reform in the region.

The SAA(s) will be based and have extensive experience working in Sub-Saharan Africa, will be strategic thinkers, and will be able to build and maintain strong networks with diverse stakeholders across the region, including civil society, lawyers and senior government officials. They will have a strong understanding of human rights law and excellent interpersonal and organisational skills.

The SAA(s) will work closely with our small London-based team of lawyers, researchers, communications experts, administrative staff, and other consultants based in their respective regions, and will be expected to travel several times per year regionally, and at least once to London, to engage with activists, lawyers, elected and government officials, and other stakeholders.

Regrettably, as a consequence of the nature of the Trust's work, the SAA(s) will be subjected to distressing critiques of LGBT people, in particular, and the successful individuals will have to tolerate this with resilience, tact, and professionalism.

4. Services

The SAA(s) shall each:

- Input to the development and delivery of the Trust's regional strategic litigation, legislative reform, communications, and stakeholder engagement strategies in collaboration with internal and external stakeholders;
- Monitor the regional and local legal, political and civil society environment and context for opportunities to strengthen and expand the Trust's work in the region;
- Contribute to the successful delivery of the Trust's strategy in the region;
- Build and strengthen relationships with existing and potential stakeholders in civil society, government, international agencies, the legal profession, the media, and academia within the region;
- Attend key regional conferences and events to network with key stakeholders and to monitor and advise the Trust on relevant developments;

- Contribute to the design of the Trust's programmatic activities, in line with our strategic objectives;
- Deliver on programmatic activities, in close collaboration with others at the Trust;
- Deliver against budgets for some programmatic activities within the relevant region;
- Provide financial and activity reporting for the Trust and its donors;
- Deliver any other tasks as reasonably required by the Trust for the relevant region.

5. Deliverables

The following deliverables shall be submitted to the Trust by each SAA:

- Attendance at a co-creation workshop in London in early 2024 (likely week commencing 22 January);
- Attendance at a wrap-up workshop in February 2025 (likely in London, depending on budget);
- A regional strategic action plan by 15 February 2024;
- A concept note and proposed list of invitees for a regional thematic conference by 15 December 2024;
- Up to seven regional scoping and follow-up trips conducted between April 2024 and March 2025, and other meetings and activities as agreed in the action plan;
- A detailed narrative report following each trip, including key recommendations for action points/follow-up by the Trust;
- Quarterly narrative progress reports (ongoing between 31 March 2024 and 31 March 2025), with an evaluation of the Action Plan with necessary agreed amendments by 30 September 2024.

Please note, the selected SAA(s) shall agree to assign to the Trust all right, title and interest in and to all the Deliverables produced, including without limitation everything outlined above and any analyses, reports, presentations, recordings, footage, which shall be the sole and exclusive property of the Trust. The SAA(s) shall not make any use of any of the Deliverables in any manner whatsoever without the Trust's prior written consent.

For the avoidance of doubt, any intellectual property (i) owned by the selected SAA(s) prior to the signing of any contract between the selected SAA(s) and the Trust, and (ii) any intellectual property independently developed by the selected SAA(s) otherwise than pursuant to any contract with the Trust, would not be caught by the above assignment.

6. Payment

Payments shall be effected upon receipt of invoices and according to the following payment intervals:

Payment Interval	Amount
Monthly, between January 2024 and March 2025	TBC

7. Requirements

Essential

- Degree or equivalent professional experience in law, human rights, strategic communications, intersectional advocacy, or a related field;
- Expertise in promoting human rights through legal and/or policy change, ideally in common law jurisdictions and particularly through legislative reform;
- Significant experience working on complex, structural, human-rights compliant legal change;
- Ability to communicate complex legal issues to a wide range of stakeholders;
- Experience working in or on several jurisdictions within the region, particularly in Commonwealth jurisdictions;
- An understanding of the LGBT human rights movement or intersectional human rights movements within the region and globally;
- Strong written and oral communication skills in English, with a keen attention to detail;
- Ability to understand and adapt to differing and often sensitive social and cultural contexts, whilst employing compassion, tact and discretion;
- High level of computer literacy and familiarity with all Microsoft Office packages;
- Excellent organisational skills, including ability to prioritise tasks and manage deadlines;
- Ability and willingness to undertake regional and international travel, sometimes at short notice;
- Knowledge of and commitment to the human rights of LGBT people.

Desirable

- Experience of strategic communications within an NGO, IGO or government;
- Expertise in legislative reform with a focus on human rights;
- Experience of project management;
- Written and oral communications skills in Arabic/French/Portuguese.

8. Reporting

The SAA(s) shall report to the Trust's Senior Lawyer(s) who will oversee the Deliverables. During the reporting process, the SAA(s) also will seek written approval from the Senior Lawyer(s) should any need to depart from the agreed outline arise or for any other issue entailing a change of the conditions detailed in these Terms of Reference.

9. Code of Conduct and Confidentiality

The SAA(s) is/are under an obligation to confirm that they have no conflicts of interest and to report all potential conflicts of interest prior to the signing of a contract in relation to the Services detailed under this Terms of Reference, including all personal or professional relationships that may compromise their independence or objectivity.

The SAA(s) shall act in a respectful and professional manner and shall not disclose information or make statements that could harm the Trust, its staff or Board or its partner organisations. The SAA(s) shall not disclose any confidential or classified information connected to this assignment to any third party, either during or after the consultancy. The obligation of confidentiality includes information on personnel matters obtained during this contract period. The SAA(s) shall be subject to confidentiality and non-disclosure obligations as part of the Trust's standard contracts and must comply with all relevant data protection laws and regulations including the General Data Protection Regulation.

10. Submission of Proposals

Closing date for submissions: 11:59pm (GMT+1) on 24 October 2023

Interviews to be held: week commencing 6 November 2023

To submit your proposal, please email us your CV of no more than two pages, along with a covering letter of no more than two pages, outlining your proposal and how you meet the requirements set out in paragraph 7 above. Proposals should be emailed to Richard Wagenlander at richardwagenlander@humandignitytrust.org, with the subject line "SAA Africa_[Full name of proposal submitter]".

If you can meet the essential requirements, have a disability and would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to submit your proposal, attend any interview and complete any tests, please let us know in your email to richardwagenlander@humandignitytrust.org.

Please note that due to the volume of submissions we receive we are only able to contact those who are shortlisted for an interview.

The successful individual will be asked to provide a basic criminal record check, or 'Certificate of Good Character' for their country of residence and for the UK.

Equal Opportunities

The Human Dignity Trust is committed to diversity and inclusion. We welcome submissions from all suitably qualified persons. Our aim is to create a safe and secure working environment where a commitment to diversity, opportunity, quality and excellence is part of our guiding values.

We recognise that everyone is different and value the diversity of the people who work with us. Our employees, consultants and any who submit proposals will receive equal treatment regardless of age, disability (including HIV status), gender identity and expression, intersex status, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.