

Job title: Senior Communications Advisor - Africa

Location: Based in Africa

Type: 6-month fixed term, part-time (0.6) with the intention to extend (subject to funding)

Salary: Competitive, adjusted to a benchmarked equivalent UK salary

Benefits: Competitive

Reports to: Head of Strategic Communications

Closing Date: 9am BST, 22 July 2026

Preferred start date: 5 October 2026

Organisation overview

The Human Dignity Trust (the 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 sexual conduct between people of the same sex is criminalised. At present, 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 violate constitutional and international human rights law, including a person's right to dignity, equality, non-discrimination, and privacy.

We provide expert legal technical assistance, complemented where appropriate by communications assistance. We work with LGBT+ activists and local lawyers around the globe to challenge discriminatory criminal laws in constitutional courts and in supra-national courts and treaty bodies. We also assist civil society organisations and governments who want to remove discriminatory criminal laws and to develop new protective legislation, primarily to protect against hate crime.

The role

Reporting to the Head of Strategic Communications, this position will provide sophisticated advice on the Trust's communications technical assistance to partners in Africa.

This role will work with local and regional organisations, activists and communities in a range of different geographic and cultural contexts to share the skills to develop and deliver sophisticated and context-appropriate communication strategies. This may include delivering media and communications training, working with partners to develop locally relevant, research-based messaging and assist partners to drive successful communications plans. The aim is to help to influence domestic discourse and shift narratives and behaviours in favour of LGBT+ people and their rights, enabling any existing or contemplated litigation and legislative reform efforts supported by the Trust's legal team.

This role will be expected to provide high-level expertise and specialist advice on all aspects of communications related to LGBT+ human rights, and more specifically the criminalisation of LGBT+ people in the region, to the Trust's Head of Strategic Communications, to assist in their planning of the work of the Communications Department.

You will be highly motivated and excited by the opportunity to be part of a relatively small but influential legal organisation. This is a new position, and the successful candidate will have

the opportunity to share their skills with a wide range of stakeholders, working to shape national conversations to support the cause of decriminalisation and related legal issues in a variety of geographic and cultural environments.

You will have an excellent grasp on research-based messaging and framing and successful communications strategy development, and will understand how to deploy that expertise in an array of social and cultural contexts in Africa. You will have a high level of cultural sensitivity, with the ability to build strong relationships and work closely with stakeholders from a range of backgrounds. You will have knowledge of the local and regional LGBT+ human rights context and networks.

You will be expected to travel frequently to work with LGBT+ activists, partner organisations, lawyers, government representatives and other stakeholders in Africa, including to plan and deliver communications workshops and stakeholder engagements. There could also be occasional further travel to more global and London-based events.

Duties and responsibilities

Under the supervision of the Head of Strategic Communications, you will be:

Working with external partners in Africa to strengthen communications capacity and impact

- Feed into and deliver sophisticated, evidence-based communications strategies in a range of geographic and cultural contexts, in conjunction with local partners and other stakeholders and linked to their human rights litigation or legislative reform
- Assist local partners in developing evidence-based public awareness campaigns to soften public attitudes towards LGBT+ people and enhance public support for their human rights litigation or legislative reform
- Develop and deliver strategic communications training to human rights defenders, activists, plaintiffs and LGBT+ community members, with a range of experience levels
- Work closely with local partners to research, develop and test messaging, identify key audiences and build strategies to access all relevant audiences
- Provide hands-on support to drive the delivery of communications strategies, including assisting with the drafting, editing and commissioning of press releases and opinion pieces, rolling out of press plans, selling in stories both locally and internationally, and implementing media campaigns
- Build and maintain strong relationships with key stakeholders from civil society and the media
- Coordinate with external contractors and consultants, including research agencies, journalists, and other service providers

General

- Produce activity reports as may be required by funders
- Participate in and contribute to the Trust's strategic planning and programme design processes
- Travel locally, regionally and internationally for meetings with partners and other stakeholders
- Any other reasonable tasks/duties as required by the Head of Strategic Communications

Qualifications and experience

Essential

- Significant demonstrated experience working as a communications expert in one or more countries in Africa
- Experience in partnership management with marginalised and vulnerable communities in Africa
- Solid understanding of, and recent work experience in delivering media and communications strategies and planning successful communications projects for a range of audiences, including research and insight, public education/sensitisation campaigns and media relations
- Excellent and demonstrable training and capacity building skills in media and communications for people of all skill levels
- Fluency in English with excellent writing, editorial, copy writing and oral skills, with high attention to detail
- Ability to communicate effectively, persuasively and sensitively on sometimes complex issues related to the Trust's work with a variety of different audiences
- Ability to understand and adapt to differing and often sensitive social and cultural contexts, whilst employing compassion, tact and discretion
- Ability to manage multiple workstreams effectively in a fast-paced environment
- Ability and willingness to undertake regional and international travel, sometimes at short notice

Desirable

- Additional languages – Bantu languages, French, Portuguese
- Professional communications qualification
- Knowledge of and commitment to the rule of law, human rights and the global LGBT+ sector
- Experience of using polling and focus groups to inform campaigning

Personal attributes

- Ability to understand and quickly adapt to differing social and cultural contexts
- High level of cultural sensitivity and awareness
- Strong self-management and interpersonal skills with the ability to work effectively and in partnership with stakeholders from a range of backgrounds
- Self-starter with an ability to work well as part of a small team and to lead work streams with minimal supervision
- Integrity, professional discretion and ability to handle confidential matters

Remuneration

Salary is competitive and benchmarked to an equivalent benchmarked UK salary.

Benefits

- Commitment to flexible ways of working.
- 25 days annual leave (pro-rata), plus national public holidays.
- One additional paid day off in Pride season.
- Employer pension contribution offer.
- Family and work-life balance friendly policies such as paid parental leave. We also have the option to work nomadically up to six weeks per year.
- Commitment to individual learning and development.
- Focus on staff health and wellbeing. We provide up to 25 days (pro rata) paid sick leave, private health insurance and access to other health benefits and services.
- Six weeks paid sabbatical leave for every five years of service

Application Process

Closing date for applications: 9am BST, 22 July 2026
Ideal start date: 5 October 2026

To apply, please send a CV of no more than three pages, along with a covering letter of no more than two pages, outlining how you meet the job description using the essential criteria of the person specification. Applications should be emailed to administrator@humandignitytrust.org

If you meet the essential criteria, have a disability and would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to apply, attend any interview and complete any tests, or have any other questions about the role, remuneration and benefits, please let us know by email to administrator@humandignitytrust.org

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

The successful candidate will be asked to provide a basic criminal record security check.

The successful candidate will need to have authorisation to work in the country in which they are based or propose to be based.

Equal Opportunities

The Human Dignity Trust is an equal opportunity employer, and we are committed to diversity and inclusion. We welcome applications 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.

Our employees and any job applicants 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.

Safeguarding Notice

Regrettably, as a consequence of the nature of the Trust's work, this position will be subjected to distressing critiques of LGBT+ people, and the successful candidate will need to tolerate this with resilience, tact and professionalism.