

## JOB ADVERTISEMENT: CHILD RIGHTS OFFICER

*with the Institute on Statelessness and Inclusion (ISI)*

<b>Position:</b>	Full-time (40 hours per week)
<b>Contract type:</b>	12 months fixed term, with prospect of extension
<b>Location:</b>	London (UK) or Tilburg (the Netherlands)
<b>Main purpose of the role:</b>	To lead ISI's work on childhood statelessness
<b>Reporting to:</b>	Co-Director
<b>Monthly full-time salary:</b>	£ 30,732 – £ 35,123 gross per annum if based in the UK € 35,104 – € 40,119 gross per annum if based in The Netherlands

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### **Job Purpose**

The **Child Rights Officer** will bring their child rights expertise to ISI, to promote and advocate for every child's right to a nationality and the rights of all stateless children. They will be the operational lead of ISI's ambitious programme on childhood statelessness (<https://www.institutesi.org/focus-areas/children>). They coordinate the planning, development and implementation of a variety of research, capacity building, outreach, community engagement, communications, child participation and advocacy activities carried out by the programme team, in accordance with the programme strategy. This will require working directly with ISI partners from around the world, from grass roots and community groups to national and international organisations and academics. It will also require directly engaging with relevant UN Treaty Bodies and Agencies, state representatives and other stakeholders. The Child Rights Officer will represent ISI at meetings and events and will take on the ambitious task of mainstreaming statelessness and the right to nationality within the child rights sector. The Child Rights Officer provides guidance to and actively supports the work of other programme staff and is also responsible for monitoring and reporting on progress (internal and external communications), leading in fundraising for programme activities, and convening consultations on programmatic strategy as needed. In accordance with ISI's ethos of collaborative working, the Child Rights Officer will also be operationally involved in at least one other ISI programme and will participate in wider conversations around organisational development and strategy. The main responsibilities of the Child Rights Officer are:

- ✓ Programme lead for work on childhood statelessness: 60%
- ✓ Support to other ISI programme(s): 30%
- ✓ Fundraising, administration and other general responsibilities: 10%

### **ISI's programme on childhood statelessness**

Nationality plays an often unseen but fundamentally important part in the life of a child. Without a nationality, children can have difficulty exercising their rights, become outcasts in their own country, struggle to feel like they belong and grow up to be disenfranchised and excluded adults. International human rights law clearly articulates the right to a nationality of every child (CRC Article 7) and the Sustainable Development Agenda complements this with the target of achieving a legal identity for all (SDG 16.9). Yet, children are denied the right to a nationality in a multitude of contexts across the world, affecting their well-being, sense of identity and enjoyment of other rights. Statelessness is spreading faster than it is being solved: every 10 minutes a child is born stateless somewhere in the world. ISI's goal is to hold states accountable for failing to protect and fulfil every child's right to a

nationality, through a range of activities that will ultimately lead to the full enjoyment of the right to a nationality by all children.

Since ISI was established in 2014, we have engaged extensively on this issue, producing high-quality research, designing and delivering training, advocating for the child's right to a nationality through engagement with UN human rights mechanisms, raising awareness among civil society actors in the field as well as developing tools to work with children in order to build their agency to participate in achieving change. Through this work, ISI has become a leading expert in the field, with a proven track record in advocating for the child's right to a nationality. Under our [current programmatic plan \(2021-2023\)](#), we are building towards greater impact by prioritising four interrelated strategies:

1. *Strengthening the statelessness literacy of child rights groups;*
2. *Directly engaging children;*
3. *Mainstreaming the child's right to a nationality;*
4. *Unpacking difficult issues which present significant challenges in working to achieve change (e.g. statelessness affecting children in armed conflict).*

### **Key responsibilities**

As ISI's programme on childhood statelessness evolves, we are seeking a child rights specialist to take on the role of operational lead of the programme team. The team comprises 3-4 ISI staff (all of whom work part of their time on this programme and part of their time on other areas of ISI programming), as well as regular support from interns. The Child Rights Officer position is a new role for someone with child rights expertise that will complement ISI's current expertise on the child's right to a nationality, for which the following are envisaged to be the key responsibilities:

- Lead on and coordinate the planning, development and implementation of activities carried out by ISI's childhood statelessness programme team, in accordance with the programme strategy;
- Provide guidance to other team members in ISI's childhood statelessness programme;
- Directly carry out or contribute to research, capacity building, outreach, community engagement, communications, advocacy, child participation and other activities executed by the childhood statelessness programme. This will require a willingness and ability to travel internationally, when necessary;
- Develop and implement a strategy to mainstream the right to nationality within the child rights sector, and build partnerships between ISI and relevant child rights organisations;
- As relevant, represent ISI at conferences and events, UN sessions, meetings, in the media and other fora to promote and advocate for the child's right to a nationality;
- Monitor and report on the delivery of activities by the childhood statelessness programme and on progress achieved towards the programme's goals – delivering both internal and external communications on the programme's work and impact;
- Lead on the development and implementation of a fundraising strategy to ensure long-term financial sustainability for the childhood statelessness programme and oversee the efficient financial planning, management and use of resources;
- Convene and contribute to consultations on programmatic strategy, including the development of the child rights focus within ISI's future strategic plans;
- Establish and maintain strong working relations with ISI's partners and other key external stakeholders;
- Advise other ISI programmes on the integration of a child rights-based perspective as relevant to their programmatic strategies and activities;
- Participate in the planning, development and implementation of activities under one or more of ISI's other programmes;
- Participate in wider conversations around ISI's organisational development and strategy.

## Qualifications and personal qualities

ISI is seeking a highly motivated child rights professional who is excited by the challenge of leading ISI's programme on childhood statelessness and the child's right to a nationality into its next ambitious phase. The successful candidate will have:

- Proven professional experience (at least 4-6 years) in the field of children's rights, including direct responsibility for planning and delivering several of the following types of activity: research, national or international level advocacy, training, child participation and community engagement, network building, public speaking and communications;
- Extensive knowledge of international and regional child rights standards (in particular, the Convention on the Rights of the Child) and familiarity with child protection policy and child participation principles;
- Experience working in different operational environments, with the requisite personality and demonstrated ability to establish effective and meaningful working relations with a range of colleagues, partners and other stakeholders – from grass roots organisations to diplomats -in a multi-cultural and multi-lingual environment;
- Postgraduate University Degree (Masters or equivalent) in child rights, human rights, international law, international relations or other related disciplines;
- Native-level English (both written and spoken) – a sound knowledge of Arabic, Spanish, French or Russian is highly desirable;
- Excellent interpersonal skills and demonstrated commitment and ability to work in a participatory and collaborative manner, prioritizing the centering of stateless children and communities, and being accountable to them;
- Diligent, with strong attention to detail, taking pride in delivering work of the highest possible quality;
- Comfortable working in a small team environment, which requires flexibility, being supportive of colleagues, and being happy to learn from and share with colleagues;
- Knowledge of, or previous experience working on, childhood statelessness and the right to a nationality or related issues (e.g. legal identity, civil registration, migration, discrimination or minority rights) is desirable;
- Commitment to ISI's Values of Inclusivity and Collaboration; Critical Mindedness and Innovation; Openness and Responsibility (see further <https://www.institutesi.org/about-us>).
- People with lived experience of statelessness or from communities disproportionately impacted by statelessness are encouraged to apply;
- **Applicants must have the right to reside and work in the UK or Netherlands (ISI is unfortunately not in a position to sponsor people for work visas).**

## Employment conditions

ISI believes in the importance of flexibility, personal development, good employee benefits and maintaining a balance between work and private life. We strive to offer all our employees the same favourable conditions, whether they are based in our UK or Netherlands offices.

We offer flexible annual leave, totalling 36 paid holiday days (288 hours, based on full-time contract), that can be taken at a time of the employees choosing. This leave entitlement includes public/bank holidays, but employees do not have to follow set public/bank holidays (with the exception of three mandatory allocated days of ISI office closure over the Christmas period).

Other employee benefits include:

- ✓ Personal development opportunities, including access to dedicated Staff Development Fund
- ✓ 6% employer pension contribution (over qualified income)

- ✓ Sabbatical policy, after four years' employment
- ✓ Hybrid working (office/home)
- ✓ Time Off In Lieu (TOIL) policy

### **More about ISI**

The Institute on Statelessness and Inclusion (ISI) is the first and the only human rights NGO dedicated to promoting the right to a nationality and the rights of stateless people globally. Established in 2014, ISI currently has eleven staff members, who work collaboratively to deliver ISI's three cross-cutting and five thematic programmes (see further <https://www.institutesi.org/what-we-do>). We have offices in Tilburg (the Netherlands) and London (UK). Our team is highly motivated and committed to the cause, enjoying the trust of partners around the world. We take pride in delivering high quality work and hold ourselves accountable to people directly affected by statelessness.

### **Application process**

Candidates should submit their full application via email to [jobs@institutesi.org](mailto:jobs@institutesi.org) no later than **Friday 5 November**. The email subject should state 'Application: Child Rights Officer'. Full applications will comprise:

1. A cover letter (no more than 2 pages) setting out the candidate's suitability for the job, addressing the criteria under *Qualifications and personal qualities* in the job advertisement.
2. A Curriculum Vitae (no more than 2 pages).
3. A writing sample (unedited by others) of 1,500 words (or less).
4. Applicants called for interview should also be prepared to submit two references upon request.

For questions about the role, please write to [jobs@institutesi.org](mailto:jobs@institutesi.org) with the email subject 'Question: Child Rights Officer'.

### **Timeframe**

- Deadline for applications: 5 November 2021
- Shortlisted applicants notified: 12 November 2021
- Interviews: 17 or 18 November 2021 (with possible 2<sup>nd</sup> interview and/or written test thereafter for final shortlist)
- Decision: Early December 2021
- Start Date: January 2022, or as soon as possible thereafter