



## Program Advisor, Land, Environment and Resource Justice

<b>Job Title</b>	<b>Program Advisor, Land, Environment and Resource Justice</b>
<b>Department</b>	Economic and Social Justice
<b>Reporting to</b>	Program Manager, Economic Social Justice
<b>Contractual Period</b>	Two-year renewable contract based on availability of funding and performance
<b>Location</b>	Nairobi
<b>Deadline</b>	May 31, 2024

### About KHRC

The Kenya Human Rights Commission (KHRC) is Africa's premier and flagship non-governmental organization (NGO). It was established and incorporated in 1992 by Kenyans exiled in the United States of America (USA) and later registered in Kenya in 1994. The KHRC founders are among the foremost leaders and activists in the struggle for human rights and democratic reforms in Kenya and beyond. KHRC now seeks to hire an experienced Program Advisor for Land, Environment, and Resource Justice under its Economic and Social Justice program.

### Overall purpose

The Program Advisor for Land, Environment, and Resource Justice supports and reports to the Economic and Social Justice program manager. This role contributes to and works towards achieving KHRC's vision, mission, and strategic actions by promoting inclusive and accountable management of land and natural resources. The position involves liaising with all staff and demands professional discretion and a solution-oriented approach.

### Key duties and responsibilities

#### Programmatic

#### Land Reforms, Land Justice, Resource Governance

- Continuously map the different laws, policies and regulations governing the sector.
- Advocate for progressive policy, legal and institutional reforms, including best practices.
- Continuously undertake public and community engagements: mobilization, awareness creation, and consciousness building.
- Strengthen and connect sector networks to initiate and sustain partnerships with organizations and coalitions in the land, environment, and natural resource sectors.
- Undertake legal, political and policy actions on human rights violations related to land, environment, and natural resources governance to ensure justice and remedies for victims.



- Undertake research and documentation of historical and emerging injustices on land, environment, and natural resources.
- Facilitate mapping and organization of victims of historical and emerging injustices, host communities, and civil society actors.
- Support high-level political or policy actions that embed human rights in resolving injustices in land, environment, and natural resources.
- Advocate for the implementation of decisions made by relevant national and regional institutions.
- Undertake actions on corporations and individuals involved in land, environment, and resource injustices.
- Continuously analyze laws and policies on benefits and remedies in land and resource governance
- Engage legal, policy and institutional reforms for more progressive frameworks.
- Lead policy conversations and other actions on community engagement and benefit-sharing mechanisms.
- Develop and implement mechanisms to provide remedies for affected groups.
- Organize and empower the different community and civil society organizations.

#### **Administrative and other responsibilities:**

To lead in programmatic administration as per the tasks below:

- Design and implement projects within your area of work.
- Develop and sustain strategic partnerships with relevant state and non-state actors.
- Represent KHRC in the different advocacy networks and spaces at all levels.
- Establish and maintain a database of relevant contacts within areas of interventions.
- Engage in resource mobilization for the growth and sustainability of KHRC's work.
- Prepare timely, periodic narrative reports for both donor and internal reporting.
- Supervise researchers, interns, and other staff or human resources assigned to you.
- Comply with the policies, practices, and values of KHRC.
- Participate in and support other projects and activities of the organization.
- Undertake other tasks and interventions as may be assigned by the supervisor or management.

#### **Required qualifications:**

To be successful in this role, the post holder will have the following attributes:

- A degree in social sciences, preferably economics, political science, or law.
- A minimum of four years' experience working in a similar human rights and governance role.
- Experience in land, mining, and resource governance processes.
- Proficient skills in MS Office, specifically PowerPoint, Excel, and Outlook.



- Fluency in English, both verbal and written.
- Demonstrable research and reporting experience.
- Experience in working with marginalized and rural communities.
- Experience in policy advocacy.
- Experience in programmes and project management.
- Experience working with coalitions and partnerships.

#### **Required competencies:**

- Passionate, creative, and dedicated to human rights, valuing diversity, integrity, and transparency.
- Excellent interpersonal skills and a collaborative team player.
- Results-driven, flexible, analytical, and adept at practical problem-solving.
- Ability to effectively manage diverse groups of people and various demands.
- Demonstrates adaptability and adeptness in handling complexities.
- Proficient in conducting research and producing high-quality reports.
- Self-motivated, organized, collegial, and capable of meeting tight deadlines.
- Willingness to take initiative and work independently with minimal supervision.
- Ability to maintain confidentiality, tact, and discretion when interacting with individuals.

#### **Application Procedure**

If you believe you meet the qualifications outlined above, please submit your application letter and **CV** detailing your suitability for the position. Include your daytime telephone contact and three referees, preferably your current or previous line managers, to **[vacancies@khrc.or.ke](mailto:vacancies@khrc.or.ke)**. Please quote the title of the position you are applying for in the subject line. The closing date for applications is **Friday, May 31, 2024**.

**Applications will be reviewed continuously, and shortlisted applicants should be prepared for an immediate interview.**

#### **Disclaimer**

*KHRC is an equal opportunity employer committed to ensuring diversity and gender equality. We seek to recruit the most qualified person for the job, irrespective of race, color, marital status, ethnicity, disability, religion, gender, sexual orientation, or nationality. All qualified individuals are encouraged to apply. Canvassing will automatically lead to disqualification. Only successful candidates will be contacted. Please consider your application unsuccessful if you do not hear from us by June 15, 2024.*