



INSTITUTE FOR HUMAN RIGHTS AND DEVELOPMENT IN AFRICA (IHRDA)

Executive Search

IHRDA Recruitment of an Executive Director

The [Institute for Human Rights and Development in Africa](#) (IHRDA) is seeking to recruit an **Executive Director** with significant experience in leadership, organisational planning and development, and management. He or she should be well-experienced in strategic litigation and have an in-depth knowledge of and familiarity with the African human rights system. Consequently, IHRDA seeks a highly motivated person who demonstrates proven strategic leadership, management and professional competence in human rights, international law, regional integration and related fields, while taking pride in work and in achievements, both at personal and organizational levels.

About the Role

The Executive Director will be responsible for providing leadership and assume responsibility for the guiding vision, mission and strategic goals and objectives, as well as formulation and successful implementation of IHRDA's programme direction and organisational policies. He or she will be responsible for the overall planning, direction and administration of activities to advance the fulfilment of IHRDA's mission. His/her key responsibilities include being IHRDA's main spokesperson and fundraising lead.

Minimum Requirements

1. An advanced degree in law, human rights, administration or related discipline with at least 15 years' post-qualification experience as a legal practitioner;
2. Proven experience in an executive director position or other managerial position;
3. Experience in developing strategies and plans;
4. Proven experience and abilities in fundraising and maintenance of donor relations;
5. Strong understanding of corporate financial management and finance-related standards, and proven ability to develop and implement financial strategies;
6. Excellent knowledge of corporate governance principles, and best practice in management and administration;
7. An analytical mindset with capacity to solve problems;
8. Strong strategic thinking, organizational development and leadership skills;
9. Excellent communication (verbal and written) and public speaking skills;

10. An in-depth understanding the African Human Rights systems, the African Union and its Regional Economic Communities (RECs) and the working of the UN Human Rights System;
11. Proven experience with human rights litigation at the national, regional or international level;
12. Demonstrated experience in training and capacity building, particularly in human rights;
13. Experience managing staff in a fast-paced, challenging environment;
14. Demonstrated ability to lead and work with a multi-cultural and multi-lingual team;
15. Excellent language proficiency in English and/or French.

Terms and Conditions

1. Location: Banjul, The Gambia, with regular travels, mainly within Africa.
2. Salary: The position will offer a competitive salary (commensurate with experience) within IHRDA's salary scale.
3. Benefits: Medical insurance; travel insurance; pension.

How to Apply

Qualified and interested candidates should send (in English or French) a Curriculum Vitae, a motivation letter, an unedited writing sample of 5 to 20 pages and three references who are not related to the candidate, with their full contact details to edrecruitment@ihrda.org.

Closing date for applications is **10th April, 2023**.