



Job Title: Research and Advocacy Officer

Organisation: Initiative for Equality and Non Discrimination (INEND)

Duty Station: Mombasa, Kenya

Reports to: Executive Director

Availability: Immediately

About INEND:

The Initiative for Equality and Non Discrimination (INEND) is a local not-for-profit organisation that researches and undertakes strategic actions towards equality, acceptance and inclusion in the Coast Region of Kenya. We share experiences and collaborate with other stakeholders in an effort to contribute towards tolerance, non-discrimination, acceptance and inclusion of sexual and gender minorities (SGMs).

INEND recognises the universality of human rights in the pursuit of democracy through the participation of everyone in an open, just and democratic society. In the current context however, many sexual and gender minorities have not had the opportunity to engage openly due to laws, policies and attitudes which criminalise activities and people, even beyond what is provided for in existing laws. These in turn, have resulted in threats, insecurity and harassment and thus sexual and gender minorities, who are seen to not be conforming with societal norms, have been forced to operate underground and under high risk, merely because of their sexual orientation and/or gender identity.

Job Summary: This position will focus on formulating and implementing the organisation's advocacy strategy and also on researching policy and social issues, as well as developing strategies, position papers, and other written materials.

Key Duties and Responsibilities:

- ❖ Identify advocacy issues and formulate and implement advocacy plan and strategies;
- ❖ Establish and maintain network linkages and partnerships with internal and external stakeholders;
- ❖ Carry out research on critical identified issues for INEND;
- ❖ Consult and work with relevant partners and stakeholders to develop position papers, advocacy strategies and training materials related to governmental, UN and Pan-African levels;
- ❖ Plan and implement project activities related to the research and research agenda;
- ❖ Work closely with the Monitoring, Evaluation and Information Officer;
- ❖ Prepare periodic research project reports;
- ❖ Assist in preparation of proposals for funding from donor organisations;
- ❖ Contribute information and writings to INEND publications;

- ❖ Strengthen relationships with local, regional and international organisations to share and disseminate information from the research
- ❖ Perform any other related tasks as may be assigned.

Essentials:

- ❖ Experience in an advocacy, communications or in a campaign role in a non-profit organisation;
- ❖ Strong oral communication and written skills, in both English and Swahili. Any other language will be an added advantage;
- ❖ Strong commitment to and understanding of issues of sexual and gender minorities;
- ❖ Demonstrated research and analytical skills;
- ❖ Ability to work independently and as part of a small team
- ❖ Ability to work effectively under pressure and meet deadlines
- ❖ Excellent interpersonal skills
- ❖ Demonstrated organisational and administrative skills and excellent attention to detail
- ❖ Demonstrated computer skills (Microsoft Word, Excel and PowerPoint)
- ❖ Ability to communicate with people from different backgrounds and language abilities

Qualifications, Skills and Experience:

- ❖ The applicant should hold a Bachelor's Degree in Law, Sociology/Social Work, Development Studies, Economics, Project Management Studies, or other relevant social studies degree.
- ❖ At least four (4) years work in a related field within the local or international NGO sector.
- ❖ Knowledge of the Justice and Rule of Law Sector including issues of access to justice.

APPLICATION PROCEDURE

Interested candidates are requested to submit the following documents:

- A cover letter
- Curriculum Vitae (CV)
- Contact details for **two (2)** referees.

Do note that only complete applications will be reviewed. We will not be able to notify all applicants unless they are shortlisted. Please email your application to: inendinfo@gmail.com by **15th April 2016**.