

**AMERICAN BAR ASSOCIATION, ROLI
POSITION DESCRIPTION**

TITLE: Deputy Chief of Party
LOCATION: TBD, South Africa
REPORTS TO: Chief of Party
EXPECTED START DATE: January 2019
APPLICATION CLOSING DATE: 27 August 2018

ABA ROLI is a non-profit organization that implements legal reform programs in roughly 50 countries around the world. ABA ROLI has nearly 500 professional staff working abroad and in its Washington, D.C. office. ABA ROLI's host country partners include judges, lawyers, bar associations, law schools, court administrators, legislatures, ministries of justice and a wide array of civil society organizations, including human rights groups.

JOB SUMMARY

The ABA Rule of Law Initiative (ABA ROLI) seeks a qualified candidate to serve as Deputy Chief of Party (DCOP) for an anticipated USAID award for the Southern Africa Regional Human Rights Program (hereinafter referred to as the Program). The overall goal of the Program is to improve the recognition, awareness, and enforcement of human rights in Southern Africa. In particular, the Program will have a targeted focus on select fundamental civil-political and socio-economic rights, along with a crosscutting emphasis on the prevention of discrimination against the most vulnerable and marginalized groups.

The desired DCOP will play a pivotal role in leading and advising on the technical legal aspects of the program and be based in Pretoria or Johannesburg (TBD), South Africa and support the Chief of Party with the overall management, implementation and monitoring of this five-year, \$10 million grant. The role will require significant technical legal knowledge and understanding of regional human rights trends, laws, issues and ongoing initiatives, as well as program management.

RESPONSIBILITIES

The duties of the DCOP include, but are not limited to, the following:

- Technical advisory input into appropriate geographic and specific issues in which the program should engage and lead the technical legal aspects of formulating interventions;
- Acting as a key liaison on behalf of the project with government institutions and non-state actors vis-à-vis legal reform needs and initiatives;
- Provision of technical advice about the structure, content, and focus of campaigns and strategies that lead to legal and policy reform;
- Substantive input into a clear vision and sound technical advice for the project's strategic litigation, selection of cases, and selection of key human rights issues ripe for redress;
- Supporting the start-up of this five-year program, including identification of qualified local partners and program staff;
- Throughout the program, in close collaboration with the COP, ensuring program goals are met, resources are utilized in accordance with budgets, and monitoring and evaluation are undertaken;
- Ensuring compliance with donor requirements and ABA policies;
- Acting on behalf of the program Chief of Party if required;

- Initiating, nurturing and expanding working relationships with government, CSOs, academic institutions and others in SADC involved in the areas of human rights, access to justice and rule of law;
- Developing and monitoring budgets in cooperation with Finance and Program staff;
- Managing program staff and providing coaching, development and discipline as required;
- Understanding the changing operational and political environment and keeping senior management informed;
- Supporting the strategic development of existing and new programs;
- Other duties as assigned.

QUALIFICATIONS

- Juris Doctorate (or equivalent) from an ABA-accredited law school (or equivalent);
- At least ten years of progressively responsible experience in legal practice, rule of law/justice development, and/or a related field in SADC;
- Extensive courtroom experience, preferably in the field of human rights law;
- Solid and thorough understanding of the socio-political context of SADC;
- Extensive experience working in human rights and rule of law in SADC;
- Experience working with donor-funded projects, ideally with familiarity with U.S. regulations;
- Experience managing staff;
- Experience working closely with local CSOs/partner organizations in capacity building, organizational strengthening;
- Experience mentoring lawyers through training and other capacity development;
- Excellent interpersonal skills with demonstrated ability to cultivate relationships with SADC government entities, CSOs, academic institutions and other stakeholders relevant to promoting access to justice;
- Strong written and oral communication skills and the ability to communicate effectively in English and an African language preferred;
- High degree of organization, professionalism, integrity, trustworthiness and flexibility;
- Ability to use discretion when working with confidential documents and information;
- Ideally, experience working in a non-profit/association/CSO setting;
- Ability to travel throughout SADC.

*Due to the high volume of applications received, we are only able to follow up with candidates who are selected for interviews. **Applications are reviewed on a rolling basis and this position may be filled prior to the close date.** References will be collected only for interviewed candidates. Salary and benefit details will only be discussed with candidates selected for interviews.*

To apply, please submit a CV and cover letter to susan.marx@abaroli.org and rebecca.vernon@americanbar.org on or before 27 August, 2018.