

## ROLE PROFILE

<b>JOB TITLE:</b>	Business and Human Rights Advocacy Officer	<b>REPORTING TO (TITLE &amp; NAME):</b>	Claire Ivers, Head of Global Advocacy
<b>TEAM:</b>	<b>Advocacy</b>	<b>DATE:</b>	March 2023
<b>LOCATION:</b>	Brussels	<b>CONTRACT TYPE:</b>	Permanent
<b>WEEKLY HOURS:</b>	Full time		

**Principal Objective of the Team and Role** (general nature, level, purpose and objective):

**Team Purpose:**

The purpose of the Global Advocacy Team is to provide support to human rights defenders (HRDs) at risk through targeted advocacy at the national, regional and international levels with governments, inter-governmental organisations and other relevant stakeholders including businesses and investors. The Advocacy Team has a particular focus on Front Line Defenders’ engagement with EU institutions and EU member states, the UK, Norway and Switzerland, the UN, responsible investor networks, International Financial Institutions and businesses in support of the protection of HRDs.

**Role Purpose:** Under the supervision of the Head of the Global Advocacy Team, this role will provide support to human rights defenders at risk through strategically coordinating and developing the organisation’s work on business and human rights (BHR). This will include conducting advocacy work on individual cases of HRDs at risk related to corporate actors, as well as advocating for legislative and policy change related to BHR and the protection of defenders. The **Business and Human Rights Advocacy Officer**’s role will include advocating with corporate actors, international financial institutions (IFIs) and technology companies. The **Business and Human Rights Advocacy Officer** will engage directly with business, IFIs and other investors, decision makers (governments, UN etc.), civil society, HRDs and other relevant actors as well as provide analysis and advice on BHR related topics internally.

**Responsibilities:**

The list should contain each and every essential job duty or responsibility that is critical to the successful performance of the job. The list should begin with the most important functional and relational responsibilities and continue down in order of significance.

The key accountabilities and associated duties include :

**Advocating on individual cases of HRDs at risk**

- Drawing on the casework of Front Line Defenders, work with the Protection team and other relevant staff to identify priority cases where there is a corporate angle to risks faced by HRDs;
- Conduct supply chain research on priority cases to identify points of leverage;
- Develop and implement advocacy strategies which target companies linked to reprisals including through their investors, buyers and other relevant actors in order to improve the safety of individual defenders
- Conduct advocacy with key targets identified in collaboration with the Protection Team including supporting HRDs to advocate for themselves with these actors (where desired)
- In coordination with FLD’s Protection Team, draft advocacy communication documents such as joint letters and statements;
- Update the database to reflect corporate advocacy;
- Improve FLD’s data collection related to business and human rights;
- Develop and maintain FLD’s contacts with key BHR actors which can be utilized when cases of reprisals occur such as IFIs, UN experts and NGOs.

**Advocating for legislative and policy change:**

- Identify business and human rights legislative and policy processes which have the ability to impact the safety of defenders and/or lack the critical voices of human rights defenders;
- Develop and implement advocacy strategies which aim to change, uphold or strengthen relevant legislative and policy processes;
- Research and develop Front Line Defenders’ position on key BHR topics;
- Research and write reports, briefings and other relevant documents on key BHR topics related to the safety of defenders including collaborating with other organizations on joint publications;
- Build connections and develop collaborations with organizations working on business and human rights;
- Develop FLD’s reputation in the business and human rights space including representing FLD in relevant business and human rights focused coalitions and initiatives as well as at key business and human rights fora (meetings, conferences and events) sharing expertise on the intersection between business and human rights and impacts on human rights defenders;
- As a member of the Advocacy team work closely with the visibility team and Protection teams to implement this work.

**Organisational expertise:**

- Monitor and analyse trends regarding risks facing HRDs related to business and human rights including as drawn from FLD’s casework, protection grants and other relevant programme areas to contribute to quarterly analysis, board reports, the Global Analysis and other relevant documents;
- Update the organisation on relevant trends related to business and human rights and safety of defenders;

- Work closely with the protection team, visibility team and advocacy team and provide expert advice on business and human rights to staff;
- Train and supervise fellows and other relevant staff in understanding, researching and documenting linkages to business and human rights in case work.

**Strategic direction:**

- Contribute to the development of Front Line Defenders’ strategic direction in relation to BHR in consultation with the Head of Global Advocacy, the Protection and Digital Protection Teams as well as other relevant staff,, including feeding into FLD’s strategic planning, with a focus on the following key areas:

1. Mandatory human rights and environmental due diligence

In close collaboration with the Global Advocacy team and Protection Team:

- Coordinate the organisations’ advocacy efforts related to the EU’s human rights and environmental due diligence legislative initiative, ensuring the views of HRDs are represented and that the legislation protects defenders;
- Advocate FLD’s position on mandatory human rights and environmental due diligence in the EU and in Ireland in close consultation with HRDs;
- Conduct advocacy with key EU policymakers and other relevant actors;
- Represent FLD in the EU human rights due diligence NGO focus group, the Irish Coalition for Business and Human Rights and other coalitions and ad hoc groups focused on human rights due diligence as necessary;
- Drawing on the casework of FLD, identify key cases linked to EU based businesses;
- Make space for HRDs to speak directly with EU policymakers.

2. International Financial institutions

- Drawing on the casework of FLD, work with the Protection team and other relevant staff to identify cases where risks to defenders are linked to International Finance Institutions (IFIs);
- Conduct supply chain research on cases in collaboration with Protection Coordinators and fellows to identify linkages to IFIs;
- Develop and implement advocacy strategies which target IFIs linked to specific reprisals in order to improve the safety of individual defenders;
- Develop and implement advocacy strategies which promote strengthening IFI policy and practice to improve the prevention of, and response to, reprisals against human rights defenders;
- Develop and conduct training with IFIs and IFI accountability mechanisms on preventing and address reprisal risk faced by HRDs related to development projects
- Represent FLD at relevant meetings, conferences and events e.g. IFI AGMs;
- Represent FLD in various coalitions and relevant ad hoc initiatives focused

on development finance and human rights including but not limited to: the Coalition for Human Rights in Development, the Defenders in Development campaign, World Bank Citizen Engagement group; European IFI NGO group and the Lifeline development finance advocacy initiative.

- Make space for HRDs to speak directly with IFIs.

3. Technology and human rights

In close collaboration with the Digital Protection team:

- Support the development of FLD’s policy and advocacy strategy targeting technology companies with a focus on social media and surveillance technology companies including identifying legislative and policy processes within the technology and human rights space which have the ability to impact the safety of defenders;
- Conduct advocacy meetings with key technology companies and other actors with influence related to overarching policy development, legislation, or other processes which have the ability to impact the safety of human rights defenders;
- Identify, engage and build relationships with CSO actors working on technology and human rights;
- Make space for HRDs to speak directly with technology companies.

**Other:**

- Work with FLD’s development staff as needed to support FLD’s fundraising efforts;
- Carry out other duties as necessary for the Head of Advocacy, Deputy Director and Director.

*This job description is intended as a summary of the primary responsibilities of and qualifications for this role. The job description is not intended as inclusive of all duties an individual in this position might be asked to perform based on requirements either now or in the future.*

<b>Reporting Structure (number of team members supervised in this job):</b>	
Directly:	Indirectly: Protection and advocacy fellows (when conducting support with BHR research)
<b>Key Relationships (please specify contacts):</b>	
Internal: Advocacy Team Protection team (PCs and Fellow) Digital Protection team	External: HRDs, Governments and International institutions/bodies, IFIs, NGOs and civil society coalitions

## Salary

The salary range for this role is 3300-3800Eur gross per month depending on experience This will be agreed on appointment. Conditions are according to Belgian legislation including the legal ability to live and work in Belgium.

**Person Specification** (the minimum qualifications needed to perform the essential functions of the job such as qualifications, skills and experience of doing the key elements of the role).

### **Essential Knowledge and Skills:**

Good knowledge of business and human rights

Demonstrated ability to think strategically and advocate effectively.

Ability to defend and explain complex issues and positions to governments, the private sector and other relevant actors.

Strong communication skills including the ability to clearly and concisely communicate ideas to different audiences including making complex legislative and policy processes accessible to HRDs

Ability to multi-task effectively, adjust to changing priorities, and meet deadlines.

Strong interpersonal skills to work collaboratively within FLD, as well as develop constructive relationships with HRDs, NGOs, multilateral organizations, governments, and the private sector.

Good knowledge of the UN Guiding Principles on Business and Human Rights, ILO Business and Human Rights Framework, OECD Guidelines, etc.

Knowledge of IFI operations, policies and structures

Knowledge of UN and EU institutions as they pertain to business and human rights

Excellent oral and written communication skills in English.

Good computer skills and ability to work with security protocols.

### **Desirable:**

A working knowledge of one of Front Line Defenders other working languages (Arabic, French, Russian and Spanish) is desirable.

Knowledge of major technology company operations (social media and surveillance)

Knowledge of security risks to human rights defenders

**Essential Experience:**

2-3 years experience working as an advocate in the business and human rights field, including engaging directly with HRDs and civil society, governments, the private sector and IFIs

Experience with policy analysis and development.

Demonstrated experience working on human rights defender driven advocacy projects.

Experience of engaging with grassroots human rights defenders and/or communities of different cultures

A graduate degree or an equivalent level of experience in human rights, law, international affairs, or a related field is required.

Desirable:

Experience of conducting advocacy in the technology and human rights field

Experience of field work with human rights defenders

**Other requirements:**

Occasional requirement to travel internationally.

Availability for on call hours during nights and weekends for urgent matters

**Competencies:**

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| 1. Strategic thinking                    |
| 2. Building Effective Work Relationships |
| 4. Inspirational Leadership              |
| 5. Persistence                           |

**Front Line Defenders is an Equal Opportunities Employer**