



**JOB ADVERT
HUMAN RIGHTS COORDINATOR
AFRICAN PARKS**

Position:	Human Rights Coordinator
Location:	JUBA
Reports to	Park Manager

Imatong Employment Solutions (IES) is a South Sudanese human resource company, registered and operating in South Sudan since 2015.

Set up in response to an identified need to strengthen the human resource sector in South Sudan, we are dedicated to transforming the human resources landscape in the country. We provide quality holistic HR services to businesses, organizations and job seekers, making HR and broader organisational processes easier, more transparent, fair, and respectful for all, with a focus on South Sudanese talent at all times.

African Parks (AP) is working together with Imatong Employment Solutions, to identify a human rights coordinator to support AP's work in South Sudan.

About African Parks

African Parks is a non-profit conservation organization that takes on the complete responsibility for the rehabilitation and long-term management of national parks in partnership with governments and local communities. We currently manage 22 national parks and protected areas in 12 countries covering over 20 million hectares in: Angola, Benin, Central African Republic, Chad, the Democratic Republic of Congo, Malawi, Mozambique, Republic of Congo, Rwanda, Zambia, Zimbabwe and South Sudan. Boma and Bandingilo National Parks are located in South Sudan's equatorial region with a combined area of 30, 000 KM 2. The parks host the second largest wildlife migration in the Africa that covers over 120,000 KM2, and provide habitat for large populations of hartebeest, buffalo, elephant, giraffes and lions.



Job Summary

African Parks commits to the full respect and recognition of human rights of all stakeholders around the parks with an emphasis on those of Indigenous peoples and local communities in accordance with national and international laws. The objective of the human rights coordinator is to ensure and support the implementation of AP's human rights program and policies in Boma & Badingilo National parks to ensure a peaceful, safe, and respectful environment where human lives are valued, to effectively manage and mitigate risks, and to prevent potential abuses

Duties and Responsibilities

The scope of the Human Rights Coordinator will include but not limited to:

- Conducting research, data collection, analysis, monitoring, fact-finding and documentation of information pertaining to the human rights situation (emerging trends/patterns, new developments, publications, potential activists on human rights concerns, violations and abuses, etc.).
- Proactively identifying human rights implications of business plans and develop consistent and adaptable plans with parks to address them in line with AP HO guidelines and policies, national and international laws standards and methodologies on human rights
- Contribute to the identification of emerging and evolving trends of human rights concerns and violations as well as response and capacity gaps; and assist in the development of a strategy to respond to the situation;
- Providing technical assistance for the implementation of a conflict prevention and resolution framework (including grievance mechanisms) in order to (i) monitor and assess the operation's area for a better understanding of the context (ii) to prevent risks and (iii) to assist in decision-making to prevent further serious issues,
- Working closely with HO Grievance Officer and Park Management on the review and resolution of complaints and ensuring each park follows up and does their due diligence regarding complaints at the local level,
- Establishing proactive human rights monitoring: relying on independent internal and/or external human rights expertise through conflict management audits and consultations, surveys, field visits etc. in collaboration with Park Management, and making certain that each park follows recommendations,
- Developing appropriate materials to comply with donor and partners' requirements in human rights field and prepare briefing, notes, analytical documents to communicate to key partners/donors to ensure they have up-to-date information on human rights standards and activities in APN's Parks,
- Ensuring and participating in the implementation of a human rights training program for rangers and TangoECO agents based on in-depth understanding of human rights during arrests, with a particular focus on the thematic areas of inclusive conservation, anti-corruption and gender;



- Liaising with the Human Resources Managers and Park's Managements for developing and applying a disciplinary framework for rangers and/or TangoECO agents
- Supporting planning, budgeting and due diligences on human rights in support to development projects, initiatives, fundraising in consultation with the Park Managers and other AP departments.
- Assisting and supporting Park Management in identifying and training a human rights focal point in each park (national staff)
- Ensuring that human rights internal and external reporting are properly written, with relevant and appropriate indicators
- Participating in and /or contributes to lessons learned processes on Human Rights issues in the region;

Required Skills and Experience

1. Comprehensive knowledge of, and exposure to, a range of human rights and humanitarian issues
2. Demonstrated ability to address complex and/or sensitive issues and working with multicultural teams
3. Strong analytical, research, fact-finding, monitoring, reporting, communication and advocacy skills. Good legal background and knowledge of institutional mandates of human rights organizations, prevailing policies, principles and procedures.
4. Good ability to identify related problems in their political, ethnic, racial, gender equality and socio-economic dimensions. Results-driven with a strong capacity to work autonomously
5. High adaptability and capacity to work in remote areas
6. Strong personal integrity and dependability
7. Knowledge of historical and political context in ^{EAST} Francophone African countries
8. Good knowledge of public institutions policies regarding human rights incl. but not limited to KfW's reference framework, World Bank Environmental and Social Framework, UNESCO and IUCN guidelines, etc.

Application Process:

Interested candidates are asked to provide their current CV and cover letter, expressing their motivation for applying and their relevant experience/expertise.

The applications are to be submitted to:

Online at <https://imatongemploy.com/job-application-form/>

Hard copies may be dropped to the Imatong Employment Solutions office in Thong Ping. Please contact +211 921 277 383 for directions.

Applications will be reviewed on a rolling basis and should not reach later than **10th December 2024 at 5pm.**

Please note that due to the anticipated volume of applications, only shortlisted candidates will be contacted. We thank you for your interest in joining African Parks!

