



INTERIGHTS, the International Centre for the Legal Protection of Human Rights

Terms of Reference

Consultancy:	MENA Scoping Study
Responsible to:	Legal Practice Director
Remuneration:	Negotiable based on experience
Duration of Consultancy:	To be completed within 3 months
Days to be paid:	Maximum 30 days consultancy
Contract:	Consultant

INTERIGHTS

Established over 25 years ago, INTERIGHTS works to promote respect for human rights through the use of law. We achieve this through a range of activities: strategic litigation through co-representation, legal support to applicants and third party interventions before international, regional, and national human rights courts and bodies; advising lawyers on the use of international and comparative human rights law before their domestic courts; building capacity through litigation partnerships, targeted training activities and internships, and through the dissemination of legal information. Thematically, our priorities are equality, security and the rule of law (including counter-terrorism), and economic and social rights (ESR). INTERIGHTS currently focuses its activities in Africa, the Commonwealth, Europe, the Middle East and North Africa.

Purpose of the Consultancy

To conduct a scoping study and produce a comprehensive report with recommendations on whether and, if so, how best, INTERIGHTS could develop a programme of work in the Middle East and North Africa (MENA).

This consultancy will be managed functionally by the Legal Practice Director who will agree the final work product.

Overall Objectives

- To assist INTERIGHTS to develop a clear set of criteria for work in the MENA region through in depth research
- To identify potential human rights issues for INTERIGHTS work in MENA through highest quality research and analysis
- To identify and evidence relevant methods for INTERIGHTS to establish its work in MENA region

Main Duties and Responsibilities

Strategic Development

- Together with INTERIGHTS Senior Management agree an appropriate set of criteria for regional engagement including country and issue selection
- Identify the extent of the need and opportunities for INTERIGHTS to work in the MENA region and the potential impact of any engagement



- Through research and analysis identify and prioritise the countries within MENA that INTERIGHTS should focus its work in
- Critically evaluate the external need for our niche work in MENA
- Produce a SWOT – risks/constraints analysis

Thematic Development

- Identify and prioritise the potential human rights issues that INTERIGHTS should work on both within our current thematic priorities and beyond
- Identify the types of activities that INTERIGHTS could most usefully engage in based on our current working methods (strategic litigation, capacity building and publications) but also including judicial colloquia

Funding/Partnership development

- Ascertain the most appropriate means whereby INTERIGHTS could scale up its work in MENA
- Identify potential local partners for INTERIGHTS to intensify its work in this region
- Locate other international NGOs currently working in the region, or planning to do so, who could be potential competitors and/or partners
- Identify potential funders both for the scoping study and to support a more intensive programme of work (for at least three years)
- Agree a budget and secure funding for the scoping study

Other

- Representing INTERIGHTS externally as required

Personal Accountabilities:

The consultancy may be subject to change dependent on the needs of INTERIGHTS.

As part of its recruitment policy, INTERIGHTS aims to ensure that no prospective or actual worker/employee is discriminated against on the basis of race, sex, nationality, marital status, sexual orientation, class, disability, age, religious belief, political persuasion or other status, or is disadvantaged by any condition or occupational requirement which is not demonstrably justifiable.

The Consultant will carry out all duties and responsibilities in accordance with the Data Protection Act 1998.

The Consultant will adhere to INTERIGHTS Health & Safety Policy and comply with any necessary legislation.

Person specification

Experience, Qualifications, and Competencies

Essential

Experience

- Extensive human rights experience in a legal role



- Extensive knowledge and experience of working on human rights issues in MENA within a legal context
- Substantial experience of primary and secondary source research
- Substantial previous experience in conducting scoping or feasibility studies for NGOs developing new programmes

Qualifications

- Graduate degree in law

Competencies

- Strong and up to date networks within MENA civil society and the legal community
- Sophisticated understanding of current human rights priorities and trends within the region
- Knowledge of the relevant funding environment
- Excellent analytical and writing skills
- Strong communication skills – oral and written
- Fluent English and Arabic
- Willingness to travel to and within the region as required
- Ability to meet agreed deadlines
- The potential to take on further work as agreed to develop our litigation docket in the region
- Ability to give and receive feedback sensitively and objectively and a willingness to challenge constructively
- Ability to build and maintain excellent working relationships and work as part of a team
- Excellent communication skills including written and spoken English
- Confident and proficient in the use of MS Office
- Able to represent INTERIGHTS to a broad range of people and organisations
- Sensitivity to working in a multi-cultural environment and commitment to equal opportunities
- Commitment to the values and mission of INTERIGHTS

Experience, Qualifications, and Competencies

Desirable

Competencies

French

Data Protection

On submitting your application you are agreeing to INTERIGHTS holding and using the information that you have given solely for the purpose of recruitment and employment – should an offer be made.

To apply please send your CV and covering letter to jobs@interights.org stating the job title in the subject field of the email. **Closing date: 4th July 2011.** Interviews will be held in the week beginning 18th July 2011.



Due to the high number of applications for our vacancies we are unable to contact applicants that have not been short listed.

INTERIGHTS is committed to equal opportunities