



Job Title: Policy and Advocacy Lead
Job Type: Full-Time
Reporting Manager: Country Director
Office: Bucharest, Romania
Date: September 14, 2020

Job Description:

The Policy and Advocacy Lead will drive the development and implementation of program initiatives with government agencies and civil society partners for policy and legislative changes to support victims of trafficking and ensure perpetrator accountability. The Policy and Advocacy Lead will build strong partnerships with key strategic agencies in order to achieve widespread buy in and deliver political will for the IJM Romania program interventions. The Policy and Advocacy Lead will oversee and direct in-depth policy research and analysis to provide a foundation for the organization advocacy focus in supporting the transformation to the criminal justice system to protect victims of trafficking. The person will produce written materials and resources to communicate policy needs to government and constituent audiences, manage relationships with government partners and policy makers ensuring these policies are seamlessly connected to grassroots constituencies and informed by survivor voice. Responsibilities will include the development of an advocacy strategy based on research and the full implementation of the strategy that will be implemented through a multi-year program.

Key Result Areas:

1. Build strong partnerships with legislators, policy makers and government partners to create sustained political will for the transformation of the criminal justice system so that it better protects victims of trafficking;
2. Direct IJM Romania's legislative affairs and policy analysis and reform strategy to influence legislative and policy changes that would contribute to a transformed criminal justice system that protects victims of trafficking with a key focus on accountability for perpetrators;
3. Ensure seamless coordination and integration between the policy goals and grassroots communities' needs, advocacy and mobilisation efforts;
4. Oversee the conduct of in-depth research on criminal justice system and identify emerging needs and trends requiring policy intervention to ensure that victims of trafficking are protected and receive the services they need;
5. Mobilize key legislative and justice sector actors to engage on topics of criminal justice reform in order to ultimately increase the performance of the criminal justice system's response to trafficking in persons;
6. Lead government actors, non-government actors and build public coalitions to protect victims of trafficking;
7. Build coalitions within Church and other faith communities to develop awareness of victims of trafficking and build consensus and support for their care and the service provision needed;
8. Produce written materials including articles, opeds, blogs, news briefs, memos, briefing papers, etc. for legislative and policy audiences.

Education & Experience:

1. Undergraduate degree in International Development, Political Science, Law or related field
2. At least 3 years proven experience in design and implementation policy and advocacy program interventions, including monitoring and evaluation and data use in support of coordination of programs
3. Experience conducting in-depth research and data analysis related to government policy is required
4. Knowledge of justice system institutions, civil society organizations partnering with the justice sector, and international agencies strongly preferred
5. Previous experience in legislative affairs desired; strong relationships within governance sector a plus
6. Proficient in group facilitation, with demonstrated ability to communicate and collaborate effectively with partners, staff and colleagues with a high level of tact, diplomacy and confidentiality

Technical Competencies:

1. Knowledge and expertise in trafficking in persons in Romania and the region
2. Exceptional organizational skills
3. Excellent written and oral communication skills both in English and Romanian, other European languages preferred
4. Exceptional ability in written and oral communications, including government audiences
5. Strong networker with proven track record of engaging diverse constituencies of stakeholders
6. Ability to present complex data and information in a clear and compelling manner to a wide range of stakeholders concisely
7. High level of proficiency in Microsoft Office Suite, project management software and familiarity with statistical software packages

Non-Technical Competencies:

1. Servant leader, humble
2. Decisive and attentive to detail
3. Sustained positive attitude and calm under stress
4. Diplomatic and flexible with strong service ethics
5. Self-starter with strong initiative
6. Pro-active, creative problem solver
7. Exceptionally high levels of honesty and integrity
8. Innovative and creative
9. Ability to contribute outside of the designated areas of responsibility, team player

Requirements:

- Full-time, willingness to work 40+ hours per week
- Ability to travel within Romania and within Europe, up to 30% of the time

Preference:

- Driver's license (Romania and/or international)

Other Duties:

This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities for the position. Duties, responsibilities and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Please submit a CV or resume and cover letter to romania@ijm.org. Compensation will be competitive and commensurate with skills and experience.