



JOB TITLE	Campaigner, Tunis Regional Office
PROGRAMME	MENA Regional Office (Beirut, Tunis, East Jerusalem)
LOCATION	Tunis
JOB PURPOSE	To lead, develop and implement campaigning strategies, managing and coordinating actions on human rights concerns by using and developing knowledge on specific countries or other geographical and thematic areas, and supporting and liaising with Amnesty International (AI) movement and outside networks to ensure maximum impact.
AIIS PURPOSE	The IS, which operates from a number of sites around the world, gathers and communicates accurate and action-oriented human rights information globally. We campaign for meaningful human rights change; enable effective human rights activism and work to persuade governments and other actors to uphold universal human rights standards. We provide strategic leadership, support and advice to the AI movement globally, fostering AI's contribution, presence and public accountability throughout the world.
WORKING RELATIONSHIPS:	<p>Reporting to: Deputy Director – Campaigns</p> <p>Posts that this job manages: EITHER – this post does not have line management responsibility, but will project manage or lead on campaigns and therefore matrix manage individuals in certain circumstances OR Line management responsibility as applicable of Campaigner (G4), RCCA (G3), interns, Consultants and volunteers as required.</p> <p>Other key relationships: Close collaboration with the Researcher, the Research and Campaign Assistant, the Regional Campaign Coordinator, other posts within the regional office, and where relevant, other posts in the International Secretariat and in the AI movement.</p>
USEFUL INFORMATION	Tunis, Tunisa
MAIN RESPONSIBILITIES	<ul style="list-style-type: none"> • Monitor and analyse political, human rights and civil society developments internationally to make recommendations for campaign development • Contribute to the development of cluster strategies and plans for campaigning and activism and provide input into internal discussions on AI's mission policy and organisational issues • To contribute to the development of overarching research and campaigning strategies to deliver impact, and to lead on the development and implementation of specific campaigning strategies to support them, managing and coordinating actions on human rights concerns in specific countries and other geographical or thematic areas aimed at effecting change in the human rights situation

- Assess opportunities for action, identifying creative and effective campaigning tactics applicable in both the global North and South to ensure effective participation, undertaking campaign-related research into targets, tactics, and activities by other organizations or other interlocutors as relevant.
- Provide advice to sections and structures and external partners in the global North and South on the development and implementation of campaign strategies; review campaign projects developed by sections and structures to ensure consistency.
- To ensure there is effective communication between relevant IS teams, sections and structures and partners about projects and actions with the aim of developing and maintaining a shared understanding and plan for the campaign and related actions.
- Prepare information about planned activities for scheduling and resource management purposes; identify necessary adjustments in the planning and implementation of projects and workplans; prepare and monitor project budgets and reports.
- Lead on the design and delivery of training and of capacity building for IS staff and others in the wider movement
- To write or otherwise devise campaigning and other materials for external and internal use, such as reports annual report entries, public statements, web features, audio-visual materials and government correspondence
- To research the most effective ways to campaign on human rights concerns and monitor and conduct evaluations of campaigning strategies and plans
- To monitor and analyze political and human rights developments and conduct research as appropriate into human rights contexts and individual cases, including by participating in field research and through contact with partners on the ground
- To communicate AI's concerns, positions and key messages to AI's membership, civil society organizations and at other forums, including through lobbying at relevant public forums in relation to campaigning priorities and undertaking other advocacy, and in addition, as appropriate, represent AI in governmental, inter-governmental and various public forums, as well as with the news media and others
- To contribute to the development of sub-regional and region-wide strategies and plans for research and campaigning and provide input into internal discussions on the AI mission, policy, organizational and other issues in order to increase the effectiveness of AI's work
- To contribute to the development of sub-regional and region-wide strategies and plans for research and campaigning and provide input into internal discussions on the AI mission, policy, organizational and other issues in order to increase the effectiveness of AI's work
- To participate in the coordination of the work of the team and contribute to the overall flexibility of resource use, including through setting priorities, preparing work plans, monitoring their progress and maintaining basic budgets
- To perform all necessary administrative tasks to ensure effective self-servicing, participate in the recruitment and induction of new staff and consultants and perform other corporate tasks as appropriate

- Actively building and broadening their network both internally and externally

SKILLS AND EXPERIENCE

- Extensive demonstrable experience in leading and implementing campaigns at both international and national level across more than one country in the region
- Ability to undertake desk research to gather information relevant to the development of campaign strategies, the identification of campaign targets and objectives, target audiences and constituencies or other aspects of effective campaign implementation.
- Substantial strategic operational experience in developing campaign strategies
- Demonstrable experience of specialism of more than one country in the Region
- Experience of strategic campaigning, including knowledge of the steps required to devise campaigning strategy and awareness of the need for actions and campaigning techniques to be based on strategies and be adapted to effect changes in a given situation
- Knowledge of the sub-region in general and a specialist knowledge in relation to specific countries or other geographical areas or thematic issues in your brief
- Ability to understand and express ideas in English and, where applicable, other relevant languages in a fluent, clear and concise way, both orally and in writing, and to communicate complex information and institutional positions
- Ability to motivate and inspire others towards activism for change, including through creative and dynamic approaches to encourage campaigning in the face of obstacles and including an understanding of digital campaigning tools and their appropriate use for target audiences to ensure both online and offline activism and mobilisation
- Ability to represent AI in a variety of forums, particularly with civil society and the AI membership
- Experience of working in a team and understanding of the importance of efficient communications for the coordination and effective functioning of teams
- Demonstrated commitment to human rights, e.g. through previous work, membership of an organization, involvement in advocacy of human rights, etc
- Experience of managing conflicting demands, meeting deadlines and adjusting priorities
- Ability and willingness to undertake personal administrative tasks in accordance with AI's guidelines on self-servicing
- Understanding of equal opportunities, cultural diversity and gender issues as well as a commitment to apply relevant policies

HOW WE WORK – OUR BEHAVIOURS:

Our organisational culture; which essentially represents how we behave, our working relationships and our ability to collaborate as a movement, underpins everything we do and is pivotal to the success of our impact. Our five behaviours form the basis of the type of culture we want to have in Amnesty:

- **Accountable** - I consistently strive to reach my goals in a thorough, timely way that I can be proud of, and I re-empower others to do the same.

- **Considerate** - I support my colleagues, and try to find out what motivates them to do their best, and what pressures they are under, so that I can consider this when we work together.
- **Creative** - I continuously look for new and creative solutions and encourage others' ideas so that we can adapt and succeed in an ever-changing and uncertain global environment
- **Decisive** - I make sound judgements within my work so that a project or activity can progress with pace and confidence.
- **Respectful** - I treat my colleagues with equality and dignity, and assume they have integrity. I value the different perspectives of my colleagues as well as my own and show them that their contributions and expertise matter.

EQUALITY STATEMENT

Equality and diversity is at the core of our values and staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

CONFLICT OF INTEREST

Public or other activity, affiliation to or support for any group or organization, personal association or other factor which may generate a real or perceived conflict of interest with Amnesty International's principles (specifically independence and impartiality), or raise a security concern, or otherwise prevent the candidate from carrying out key functions of the specific post and would therefore disqualify the candidate from being appointed.