

Impunity Watch is looking for a

## **Research Coordinator (Principal Researcher)** (full-time)

### **Background**

Impunity Watch (IW) is a Netherlands-based, international non-profit organisation seeking to promote accountability for atrocities in countries emerging from a violent past. IW produces research-based policy advice concerning processes intended to enforce victims' rights to truth, justice, reparation and non-recurrence (TJRNR). IW works closely with civil society organisations in countries emerging from armed conflict and repression to increase their influence on the creation and implementation of related policies. IW runs country-programmes in Guatemala and Burundi, while also undertaking specific and comparative research in other conflict-affected countries on particular aspects of impunity. Research findings feed into national and international policy and advocacy work.

Using a specially developed Research Instrument, IW works to identify the obstacles to accountability processes in selected countries. We research areas including the legal framework, the work of relevant institutions and political and social factors that are the root causes of impunity. The research serves as a baseline for ongoing oversight and analysis of state compliance with its international obligations by national partners. On the basis of the research conducted together with civil society partners, IW creates and advocates for the implementation of policy proposals targeted at the root causes of impunity, whilst at the same time building the capacity of national CSOs.

### **Job Description**

To co-ordinate and lead its Baseline Research into impunity in Burundi, IW seeks a dynamic, highly organised and proactive professional, committed to stronger democratic participation in human rights research and policy, who thrives in a challenging environment. The position, to be based at the IW office in Bujumbura, demands strong and demonstrable experience in setting-up, conducting and supervising research in areas including human rights, conflict and transitional justice, preferably in Africa. Specialist knowledge of contemporary transitional justice debates would be considered an advantage. The successful candidate will act as the Principal Researcher and Research Coordinator in the implementation of IW's Research Instrument in Burundi towards the realisation of a baseline examination of impunity in the country. An ability to simultaneously manage and conduct multiple research projects, strong communication skills, as well as cultural sensitivity are essential. A strong background in academic and/or public policy research is fundamental. The successful candidate must be fluent in French and English. Experience in the Great Lakes Region of Africa would be considered an advantage.

The Research Coordinator/ Principal Researcher will spearhead IW's research in Burundi alongside the Head of Mission in Bujumbura, and according to IW's vision of developing policy recommendations for civil society and government in the furtherance of efforts to combat impunity. IW offers a demanding but stimulating working environment, with the successful candidate at the forefront of IW's recently established programme in Burundi.

### **Key responsibilities**

1. Set-up the framework for IW's Research in Burundi over the coming year;
2. Conduct research and monitoring. The position primarily requires that the Coordinator/ Principal Researcher collects, processes and analyses data on the basis of IW's Research Instrument methodology, and at the same time supervises others in the process of research;
3. Work closely with the Head of Mission, as well as a team of researchers/partners (to be later identified) and systematically report on progress of the Research;

4. Foster and maintain good working relations with civil society organisations working on the issue of impunity, both nationally and locally, including through periodic workshops and meetings to ensure the participation and contribution of these organisations in the Research;
5. Participate in organising and conducting roundtable discussions with stakeholders, state and international non-state actors;
6. Assist in the formulation of policy recommendations based on the findings of the research and monitoring;
7. Contribute to the design and implementation of advocacy and lobbying strategies;
8. Support outreach activities of the project;
9. Undertake any other task assigned by the contracting organisation or the Head of Mission pertaining to the Research and mission of IW in Burundi.

#### **Required skills and experience**

- Master's Degree (minimum) in law, social sciences, political science or another relevant field, with strong background in field research. Experience in advocacy / lobbying would be an advantage.
- At least 6 years' professional experience in the field of Transitional Justice or human rights, preferably in the Great Lakes Region of Africa, and ideally in Burundi;
- Demonstrable experience in conducting and the supervision of research (academic and/or public policy) from set-up to conclusion, with experience using a range of methodologies;
- Experience working with victim and civil society organisations, as well as dialogue with state institutions;
- Ability to manage complex and voluminous sets of records and data, whilst supervising others;
- Outstanding written and oral communication skills;
- An innovative, dynamic and flexible approach to work;
- Ability to conceptualise, innovate, plan and execute ideas clearly;
- Ability to manage the activities of others;
- Knowledge of the issues facing civil society and its role in a participatory democracy, with experience of supporting the development and empowerment of CSOs;
- Affinity with the mission and vision of Impunity Watch;
- Personal and professional integrity;
- Fluency in French and English;
- Willingness to travel frequently within Burundi and occasionally internationally.

#### **Location**

Bujumbura, Burundi.

#### **Duration of initial contract**

One year (with the possibility of extension).

#### **Salary & Benefits**

Commensurate with experience.

#### **To Apply:**

Please submit a CV, letter of motivation and a recent writing sample to Selim Mawad at [selim.mawad@impunitywatch.org](mailto:selim.mawad@impunitywatch.org). For additional information on the post please contact David Taylor at [david.taylor@impunitywatch.org](mailto:david.taylor@impunitywatch.org).

The position will remain open until filled.