

Terms of reference

Title: Human Rights Law Officer / Senior Human Rights Law Officer*

**Depending on experience*

Manager: Director

Duration: Full-time. 3-month probation, minimum of 1-year contract, renewable.

Compensation: Officers are compensated between 500-700 USD per month depending on their experience and performance as measured against FEM's "*Staff competency framework and salary policy*". Senior Officers are compensated between 700 and 800 USD per month.

Location: Yangon (currently: South Okkalapa / Tamwe area).

Travel: This role will require travel within Myanmar. Potentially abroad depending on Covid-19.

Background

Free Expression Myanmar is a national NGO founded in May 2017 to defend the right to freedom of expression and information. Free Expression Myanmar focus on advocacy for legal reform, working on Free Speech and the Penal Code, Media Freedom and media laws, Digital Rights, Gender and hate speech, Right to Protest, and Right to Information. Please visit our website for further information.

Purpose

The Human Rights Law Officer / Senior Officer is responsible for implementing legal aspects of Free Expression Myanmar's projects under the guidance and supervision of the Director.

Responsibilities

- **Reading FEM policies**, reports, and other documents, and those reports of other relevant stakeholders, with the aim of developing personal legal expertise on FEM's mandate.
- **Managing external law beneficiaries** (lawyers, judges, UAGO) with the aim of creating and maintaining high quality substantive relationships.
- **Researching laws and their application** in Myanmar with the aim of developing FEM expertise and leadership on the subject.
- **Contributing law expertise to internal and external reports**, briefs, press releases, and social media on the project focus area, with the aim of informing beneficiaries of FEM's findings
- **Contributing law expertise in workshops** on the project focus area, including via meetings, roundtables, and advocacy interventions, with the aim of influencing participants' knowledge, attitudes, and behavior

- **Advocating and campaigning** on the project focus area with law beneficiaries, including lawyers, judges, with the aim of influencing their knowledge, attitudes, and behavior
- **Upkeeping, processing, and managing project finances**, with the aim of ensuring accountability and transparency
- **Developing and conducting monitoring and evaluation** tasks, with the aim of reporting to donors and other supporting stakeholders.

Requirements

- **Proven commitment** to *all* human rights principles in the UDHR.
- **Law degree** (in any law field, including non-practicing, Myanmar or abroad) or significant experience working with lawyers and courts.
- **Demonstrable experience working with cases, lawyers, and/or courts** in Myanmar.
- **Proven ability to question, rationalize, and analyse** ideas/opinions (particularly from government etc.). Passion for reading is highly desirable.
- **Good understanding of human rights**. Basic knowledge of freedom of expression, media freedom, and/or the right to information is highly desirable.
- **Proven ability to be flexible** – E.g. shifting from basic paperwork, to attending roundtables, to phoning judges.
- **Proven ability to communicate with senior** lawyers, judiciary, parliament, officials, embassies, media, the UN, and other CSOs. Personal networks with any of these are highly desirable.
- **Basic knowledge of digital tools** including Excel/Sheets, Word/Docs, and email. Knowledge of Powerpoint, social media, encrypted messaging apps, and Photoshop is desirable.
- **Fluency in spoken and written (Unicode) Myanmar**. Good understanding of English is desirable.

How to apply

Please send the following to admin-finance@freeExpressionMyanmar.org addressed to Ma Htet Inzali.

1. CV
2. Cover letter, explaining:
 - a. why you want this particular role
 - b. why you want to work for FEM
 - c. what relevant experience you have.

Any application without these attachments will be rejected. Candidates that get through to short-listing will be contacted. Only successful candidates will be contacted. The closing date is on the advert.