



Job Description for the role of Director of REDRESS

REDRESS is an award-winning, specialist human rights organisation that works globally to combat torture and support survivors in their quest for justice (see www.redress.org). It does so by: representing survivors' interests before national and international courts and human rights bodies; advocating on their behalf with governments and other policy makers; working with partner organisations around the globe to increase civil society's ability to fight against impunity, to prevent torture and to support those who suffer from it; and by raising awareness about the scourge of torture and the plight of survivors to strengthen institutions in their work against torture.

Founded 25 years ago, REDRESS is headquartered in London but operates globally. Since 2016, REDRESS Nederland works closely with REDRESS from its office in The Hague. The Director currently oversees the work of both.

The post of Director will suit a dynamic leader and implementer who is keen to make a unique and lasting contribution to the human rights field.

The role of Director is to lead all aspects of REDRESS, its staff and mission, reporting to the Board of Trustees. It involves:

- defining and implementing its overall strategy;
- recruiting, motivating and managing (directly or indirectly) its staff of up to 20, operating in an open high-performance culture within a strong governance framework;
- ensuring the highest possible standards of representation of clients and output of work from the staff;
- creating law changing legal and PR strategies and opportunities to combat torture in individual matters, including writing publicly on these issues;
- liaising and working with key stakeholders and contacts, including:
 - victims of torture and related international crimes
 - REDRESS's partners around the world who work on behalf of the survivors of torture on the ground;
 - leading academics;
 - institutions active in the field, including the international courts and human rights bodies;
 - funders;
 - media contacts;
 - governments; and
 - other human rights organisations and NGOs.
- running a fund-raising strategy with REDRESS's supporters who are a mixture of well-known philanthropic trusts, law firms, individuals and states or para-state entities and ensuring a high level of transparency to them and complete delivery to them on their expectations;
- line management of the organisation and its finances;
- considerable travel; and
- working with the Board of Trustees of REDRESS itself, the board of REDRESS Nederland and the US Board to ensure alignment, support and good governance.

The successful candidate should have:

- the ability to formulate and articulate a vision, to think strategically and to establish implementable plans to support REDRESS's mission;
- the ability to generate trust in themselves, the organisation and within the team;
- significant experience in the human rights field;
- an international profile and mind set;
- experience of senior management in an NGO with a small support staff and international operations;
- proven ability to lead fund-raising initiatives;
- leadership, motivational and emotional intelligence skills appropriate for a small/medium size NGO with international operations operating in a multicultural environment;
- the ability to speak and write coherently and convincingly and to act as a relationship builder at a high level and as an advocate for REDRESS's mission; and
- the ability to 'front' for REDRESS so as to be its official face, projecting its culture and brand.

The successful candidate would, ideally, also have some of the following characteristics:

- a strong legal background so as to be able to support and supervise lawyers in their representational work;
- strong academic credentials and reputation;
- a good understanding of the international legal environment in the anti-torture field;
- an existing reputation as an opinion former and campaigner;
- good media skills;
- experience of building teams and managing growth (REDRESS would like to increase in size, subject to funding, by about 50% over the next three years).

Other details:

The post is full time and involves significant travel. REDRESS's London offices are currently in Vauxhall and REDRESS Nederland is based in The Hague. The salary and benefits offered are competitive for the position.

The post is vacant from January 2018.

Interviews will take place in October 2017. There will be two rounds of interviews. The process would also give final candidates the opportunity to meet the REDRESS team and to gain their own information on the standing of the organisation and the quality and approach of its staff.

The Trustees would hope to make an appointment in October or early November for the new Director to start in January or as soon thereafter as practicable.

Applications must include a full resume and a covering letter setting out why you are interested in the role, what you would bring to it, what you would want to achieve as Director and how you meet the criteria above. **Applications are invited by 30 September 2017 to Sheilagh@redress.org.**