

JOB DESCRIPTION

Job Title:	Security and Justice Adviser
Location:	Yangon, Myanmar
Reporting to:	Country Manager, Myanmar
Management responsibility:	Communications Coordinator; Policy and Advocacy Coordinator; Justice Coordinator, Gender Coordinator.
Type of position:	International
Contract Duration:	12-month contract, with expectation of extension dependent upon funding
Contract terms and hours:	12 month contract. Standard working week is 37.5 hours.

Background

Saferworld is an independent non-governmental organisation that works to prevent violent conflict and build safer lives. We work with civil society, governments, non-state actors, and international organisations to encourage and support effective policies and practices through advocacy, research and policy development, and through programming that supports the actions of others.

The Myanmar programme started in 2012, and established an office in Yangon in June 2015. We have 13 in-country staff and work with a range of civil society partners.

A significant proportion of Saferworld’s programme in Myanmar is dedicated to working with communities to identify their conflict issues and security needs, and to engage with relevant formal and informal security and justice actors – as well as other local authorities – to address the issues. We are committed to developing more evidence on how local, non-state security and justice provision could better address conflict and security threats, and provide access to justice for people in conflict-affected contexts, particularly women and youth. We further want to continue exploring how such efforts best influence inclusive change processes that focus on state institutions, including through security sector reform/governance (SSR/G), and relate to broader governance reforms and the peace process.

The programme has a strong focus on promoting the development of civil society actors to engage in these sectors in order to improve the situation for vulnerable communities in conflict-affected areas and to support the development of more inclusive, accountable and responsive security and justice sectors.

Saferworld Myanmar also supports civil society partners to undertake social cohesion and youth engagement programmes in Rakhine state. We have on-going work focused on conflict sensitivity, especially in relation to development interventions in conflict-affected areas. We aim for these strands of work to expand.

Job Purpose

The post-holder will support the Myanmar country programme staff and partners to manage and implement projects and strengthen the quality of programming in community security and access to fair justice. In particular, the post-holder will focus on **non-state security and justice provision** in areas of Myanmar where there are multiple authorities. This is part of a bigger – and conflict and gender sensitive – security and justice approach. S/he will contribute to the design, development and implementation of all thematic components of the programme, including on conflict sensitivity and in Rakhine state. S/he will also represent Saferworld as necessary in interactions with relevant authorities, donors and other stakeholders in Myanmar and globally, engage in cross-organisational information-sharing and lessons learning on key policy issues, and contribute to building synergies between Myanmar and the Asia regional country programmes and the wider organisation.

It is anticipated that there will also be an increasing regional policy and advocacy aspect to the role – not only to support the Myanmar programme, but also to strengthen the regional relevance and impact of Saferworld’s global influencing objectives. This will include building stronger connections with ASEAN actors and regional powers, especially China.

This position is an exciting opportunity to play a leading role in Saferworld’s Myanmar country programme. As the programme portfolio develops, the post-holder will contribute to and share learning generated by all of our projects into Saferworld’s evolving strategy in Myanmar and the organisation as a whole.

Roles and Responsibilities:

1: Strategic development and programme design

- Make a significant contribution to the development and implementation of Myanmar's country strategies and other internal planning and reporting documents in line with Saferworld's organisational priorities and processes.
- Pursue opportunities to develop, innovate and expand security and justice related work in conflict-affected areas of Myanmar, and contribute to the development of other areas of Saferworld's work, e.g., conflict and gender sensitivity, gender equality and inclusion, youth engagement, responses to gender-based violence (GBV), and governance and inclusive processes.
- Play a key role in strategic planning and implementation regarding Saferworld's policy work on SSR/G, women, peace and security (WPS) and youth, peace and security (YPS).
- Lead on the development and implementation of a Myanmar security and justice strategy.
- Facilitate effective communication of results and lessons emanating from conflict, security and justice programming in Myanmar and within Saferworld.
- Identify and build synergies between the Myanmar programme and the wider organisational priorities.

2: Programme implementation, analysis, policy research

- Support the implementation of security and justice thematic components in the Myanmar programme.
- Manage thematic research activities and regular conflict analyses, working with partner organisations, consultants and colleagues (including regional and policy centre-based).
- Help others to understand the bigger picture - especially how community engagements relate to and can inform higher-level change processes, such as SSR/G.
- Assist with the delivery of trainings, including designing, developing, facilitating and evaluating where necessary
- Ensure timely completion of internal reporting requirements and contribute to the completion of donor reports.

3: Policy and advocacy engagement

- Continue to strengthen and maintain an effective network of stakeholders in support of Saferworld's work in Myanmar and ensure their meaningful participation in relevant policy dialogue processes (national, regional and international)
- Raise the profile of Saferworld's work in Myanmar by managing the production and dissemination of appropriate information materials (e.g., publications) and by leading on the production and delivery of presentations.
- Represent Saferworld at external meetings, and promote lessons learnt from Saferworld's security and justice programmes in Myanmar
- Lead on regional-level and international advocacy, including with regional actors (e.g., Thailand, Bangladesh) and organisations (e.g., ASEAN).

4: People Management

- Support the professional development of in-country staff, partner organisations and project stakeholders in developing their skills and expertise in security and justice, policy, advocacy and research skills and conflict analysis.
- Line manage respective project team members; manage external consultants, as needed.
- Ensure the effective implementation of performance management and learning and development plans for line-managed staff.
- Ensure compliance with organisational HR policies and national requirements.
Ensure that project staff and partners comply with safety and security provisions and safeguarding policies at the field level

Key working relationships

- **Colleagues in the Myanmar country programme** – Provide strategic advice and direction to the team.
- **Colleagues in Asia region country programmes** – Work collaboratively; share information, lessons and best practices; provide guidance in relation to the Myanmar programme and cross-organisational priorities.
- **Colleagues in Programme Support and Learning Unit** – Involve to ensure programming aligns with organisational principles and approaches, and lessons feed into cross-organisational learning
- **Colleagues in Policy, Advocacy and Communications Department, including the Research Support and Learning Unit** – Coordinate and facilitate learning and information exchange to contribute to evidence-based research, policy developments, international advocacy and publications, stemming from Saferworld's work in Myanmar.
- **Colleagues in Fundraising, Finance and HR/Operations** – Engage in relevant fundraising, finance management, and HR/operations processes.
- **External stakeholders** – Maintain and develop new relations with partner organisations, donors, international institutions, governments and non-state actors.

Scope and accountability

Decision-making and limits of authority	The post-holder is expected to show considerable leadership within the organisation and will be asked to make a significant contribution to the achievement of our strategic objectives and cross-cutting priorities. Advisers are also expected to contribute to priority thematic areas, including: strengthening people's access to security and justice, challenging gender norms that cause and perpetuate violent conflict, and promoting inclusive peace processes and political transitions that address the drivers of violent conflict.
Financial resources	Research project budgets
Other resources	Engage in cross-organisational information-sharing and lesson learning on key policy and strategy issues, and contribute to building synergies between Myanmar and the Asia region country programmes and wider organisation.
People management	Line-manage up to 4 full-time staff and consultants as required.
Legal, regulatory and compliance responsibility	N/A

Person specification

Knowledge

- A Master's degree in security and/or justice studies, international relations, law, peace/conflict studies (or equivalent professional experience)
- An excellent understanding of and experience with Myanmar's contexts and knowledge of the wider south and southeast Asia regions, particularly issues related to conflict, peace and security
- An excellent knowledge of the discourse and practice of security and justice (i.e., community security, access to justice, community dispute resolution, community policing, SSR/G) human rights, peacebuilding, conflict prevention and gender sensitivity/transformation

Experience

- Significant experience supporting partners, CBOs, CSOs and NGOs engaged in and working with local communities, and between local communities and authorities
- Proven experience conducting in-depth analysis and high quality social research
- Experience strengthening capacities of individuals and teams through training, mentoring, and accompaniment, particularly on issues related to conflict, security and justice and/or governance
- Relevant experience in project management and implementation, including programme monitoring, evaluation, and learning.
- Proven experience leading advocacy work, including strong public speaking and presentation skills, strong influencing skills, and strong interpersonal relation skills.
- Experience supporting civil society with policy formation and advocacy towards authorities, donors, and/or N/INGOs on security, justice and conflict sensitivity (preferably in Myanmar, south or southeast Asia)

- Experience working in complex and politically-sensitive contexts, requiring excellent political judgement and adaptability

Skills

- Excellent written and spoken English is essential; knowledge of Myanmar language would be an added advantage
- Ability to work in a non-partisan manner, sensitive to cultural, ethnic, religious, and gender diversity
- A team player and able to demonstrate a constructive, cooperative and problem-solving approach

Personal qualities

- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved
- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld

Other requirements

Willingness to travel within and outside Myanmar (up to 3 months each year).

Terms and conditions

- **Probation:** There will be a probationary period of three months.
- **Salary range:** A competitive INGO salary + benefits will be offered
- **Holidays:** 28 days/year in addition to agreed public holidays
- **Hours:** Standard working week is 37.5 hours a week.

Application process

To apply, please complete an application form and send to jobs@saferworld.org.uk. Please use the subject heading:
Ref: MMSJA

Deadline for applications: **9 October 2019**

We regret that only short-listed candidates will be contacted.