



EMPLOYMENT OPPORTUNITY

The Malawi Human Rights Commission (MHRC) is an independent National Human Rights Institution (NHRI) established by the Constitution of the Republic of Malawi under section 129 with the primary function of protecting and investigating violations of the rights accorded by the Constitution or any other law. MHRC in partnership with TMG Research are implementing the project titled: Human Rights Based Land Governance Monitoring. The objective is to strengthening responsive land governance from a human rights perspective. The project is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) through TMG. The main objective of the project is to develop and conduct a human rights-based land governance monitoring in Malawi in order to identify potential violations of rights and help increase accountability of the state towards marginalized land users. Specifically, the project focuses on land conflicts and violations of rights experienced by vulnerable and marginalized land users.

MHRC invites applications from suitable and qualified persons to fill the following position in the project:

Title : Project Officer - Human Rights Based Land Governance
Grade : H6
Reporting to : Director of Economic, Social and Cultural Rights
Duty station : Lilongwe
Duration of Contract: 13 months (with 3 months' probation)
Starting day : 1st November 2021

Responsibilities, Functions and Duties

- Provide management of the project including planning, implementation, budgeting, reporting, monitoring and evaluation
- Conducting case-based human rights-based monitoring assessments including the analysis and consolidation of the monitoring assessments and the strategic use of results.
- Participate in the development of the monitoring framework and manage agreed work packages to ensure its implementation.
- Work closely with TMG Research and the Danish Institute of Human Rights to coordinate the implementation of activities.
- Take a leading role in coordination and implementation of all research related activities in the project including data collection, analysis and reporting.
- Represent the Commission and the project -upon delegation by the Director – in all national and international platforms on land governance as needed.
- Initiating the drafting of reports and policy briefs based on the findings from the project and using such publications in various national and international (policy) advocacy spaces and events.
- Mapping, establishing, and maintaining partnerships with organizations (and stakeholders) relevant to the project in Malawi and internationally.
- Initiating the drafting of weekly, monthly, quarterly and annual workplans, budgets and reports for the project.
- Carry out complaints handling activities, including investigations into cases of human rights violations relating to land tenure as assigned by the Director of Economic, Social and Cultural Rights.
- Work in other duties assigned by the Director of Economic, Social and Cultural Rights, Executive Secretary relating to the project, or in line with the objectives of the project.
- Support the Director of Economic, Social and Cultural Rights and TMG team in developing Concept Notes and budgets for potentially scaling up of the project as well as engage in MHRC organizational activities including staff and directorate meetings etc.

Minimum Requirements

Suitable and qualified candidates must possess at least the following:

- A Bachelor's Degree in Social science, land management and administration, Political Science, Public Administration, Human Rights, Law, or any other related field.
- At least 5 years of experience and expertise in human rights or and land governance (including working on land conflicts in Malawi) work of which 2 years must be in middle level management roles.

- Demonstrate in-depth knowledge on issues of land governance, tenure rights, rights-based approaches, natural resource management, and policy and governance processes at various levels, and land administration processes.
- Demonstrate strong project management and research (both quantitative and qualitative methods) skills.
- Demonstrable sufficient knowledge of and passion for human rights (systems, standards, and instruments).
- Demonstrate sufficient knowledge of the policy, institutional and legal framework of land governance in Malawi
- Demonstrate sufficient knowledge of the international human rights treaties and their linkages to land governance.
- Possess Excellent writing and communication skills including fluency in English and Chichewa Language.
- Possess good organizational skills: organizing workshops and trainings.
- Ability to work effectively, diplomatically, and sensitively with a wide range of partners from government, civil society, academia, and communities (including traditional leaders).
- Possess strong partnership and engagement skills including knowledge of key stakeholders (state and non-state actors) working on land governance.
- A dependable team player, with creative thinking and computer literacy (Microsoft packages: excel, word etc.).

MHRC is an equal opportunity employer, and encourages all suitable and qualified persons to apply. An attractive remuneration package comprising a competitive salary and benefits will be offered to the successful candidates.

Interested persons should submit their applications with up-to-date detailed Curriculum Vitae including names and addresses of three traceable referees, to reach the undersigned not later than **1st October, 2021**. All late applications shall not be considered.

Chairperson

Upper Appointment and Disciplinary Committee

Malawi Human Rights Commission

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