

CAMPAIGN DIRECTOR / SENIOR CAMPAIGNER

1.0EFT Ongoing

The Human Rights Law Centre, a leading national human rights organisation, seeks a Campaign Director (or Senior Campaigner) to lead our campaign for an Australian Charter of Human Rights and other campaigns.

This is a full time, ongoing position based in either Melbourne or Sydney (we will consider 0.8EFT applications and job share applications where both job share applicants apply together)

Applications close Tuesday 14 January 2020. Salary range from \$82,400 to \$108,500 depending on experience and the position.

About the Human Rights Law Centre

The Human Rights Law Centre uses strategic legal action, policy solutions and advocacy to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where everyone is free to lead a decent, dignified life; where our laws, policies and institutions promote fairness and equality; and where people and communities have the power to address inequality and injustice and ensure that governments always act in the public interest.

We maximise our impact by working closely with key partners, including community organisations, pro bono law firms and barristers, academics and experts, and international and domestic human rights organisations. We are fiercely independent of government, with most of our funding coming from donations and philanthropic grants.

The Human Rights Law Centre is a registered charity with offices in Melbourne and Sydney. We are a diverse team with a strong, shared commitment to creating a better, fairer Australia.

The Human Rights Law Centre is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse and refugee backgrounds, women, LGBTIQ+ people and people with disability are encouraged to apply.

About this role

This is a new, exciting role which, in line with our new strategic plan, will increase our campaign and communication capacity in order to effect positive human rights change in Australia. Our flagship public campaign is the creation of an Australian Charter of Human Rights and Freedoms (www.charterofrights.org.au). This role will work principally on that campaign, collaborating with our legal, communication, digital and fundraising staff and executing our three year campaign strategy. The role will also help build the organisation's campaigning and digital outreach and engagement capacity across the organisation and assist with other campaigns.

We're seeking someone with a passion for human rights, a political nous and experience in building and harnessing sector and community support for social change and law reform. Prior demonstrated human rights or social change campaign experience is a must. We will consider applications for

candidates with a range of experience and the ultimate position offered to the successful candidate (Campaign Director or Senior Campaigner) will depend on experience and the responsibilities of the position set out below will be adapted accordingly.

About the Charter campaign

Our strategy to achieve an Australian Charter of Human Rights and Freedoms involves five key activity areas:

Harness the sector

Work closely in partnership with a coalition of leading community organisations to deploy consistent and influential messaging strategies, and to activate supporters.

Bring communities together with a positive vision

Build public support through a series of community forums, engagement programs and targeted social media outreach to unite people from all walks of life, across all ages, in all of our diversity.

Drive the legal policy work

Assemble the best legal and policy minds in the country to take the learnings from our community engagement processes and create a strong model to be used as the basis for the Charter legislation.

Use the media for positive social change

Use our media advocacy expertise to put a real people and real stories at the centre of the campaign to highlight the tangible impact human rights protections have on people's lives.

Secure political support

Engage with key decision makers in Canberra to provide expert legal advice and secure support for a Charter in both houses of Parliament.

Key responsibilities:

- Working with relevant staff, lead the development and execution of Human Rights Law Centre's Charter campaign and other campaigns, developing and building consensus around campaign strategy.
- Engage with and coordinate relevant campaign stakeholders, building strong collaborations between diverse civil society organisations, finding common ground, negotiating shared positions and dealing with strategic differences.
- Develop communications strategies and work with the communications and campaign teams to deliver public and media advocacy, drawing on external and internal talent and potentially acting as spokesperson.
- Work with legal staff to develop and deliver the campaign legal policy work.
- Work with the Government Relations Manager to develop and execute campaign political engagement strategy including joint advocacy with campaign partners.
- Work with events staff to develop and execute campaign events.
- Coordinate community engagement activities which are primarily digital, and oversee the production of campaign materials.

- Working with the Executive Director and fundraising team, identify and secure adequate financial resources to support the campaign and assist with fundraising events, meetings, reporting and acquittal.
- Assist with supervising staff, volunteers, interns and with recruitment.
- Occasional Interstate travel will be required.

While the primary focus of this role will be the Charter campaign, the role will also involve work on other Human Rights Law Centre campaigns. Our current focus areas include refugee rights; the rights of Aboriginal and Torres Strait Islander peoples; democratic freedoms; women's reproductive freedom, rights of people in prison and business and human rights.

The position responsibilities will be adapted to the skills and experience of the successful candidate.

Selection Criteria

Essential

- Strong commitment to promoting and protecting human rights and treating all people with dignity and respect.
- Demonstrated track record in designing, developing, implementing and evaluating campaigns for social or political change or law reform, including community engagement strategies and digital campaigning.
- Excellent oral and written communication skills including the ability to communicate complex policy issues clearly in a range of contexts. Experience in developing and executive strategic communication plans.
- Deep understanding of Australian legislative process and politics, demonstrated capacity to develop and implement political strategy and sound political judgment.
- Strong interpersonal skills and the ability to develop relationships of trust and confidence with diverse stakeholders. Ability to secure agreement to proposals and ideas, building consensus, finding common ground and developing mutually beneficial partnerships and innovative solutions to stakeholder needs and interests.
- Outstanding organisational skills, experience in managing people and logistics to set budgets and tight deadlines.
- Experience in attracting and managing volunteers, including the ability to build and supervise teams.
- Excellent self-motivation and an ability to work effectively either independently or as part of a small, dynamic team.

Desirable

- A law degree and legal experience, particularly on human rights issues.
- Experience in public speaking and/or media advocacy.
- Practical media skills (graphic design, video editing, photography etc.)
- Fundraising experience.

Terms and Conditions

The salary will depend on qualifications, skills and experience of the successful applicant.

The position is an ongoing position with a six month probation period. We will consider applications for working from 0.8EFT up to 1.0EFT and job share applicants where both job share applicants apply together.

The Human Rights Law Centre has charity tax status enabling us to offer staff generous salary packaging options including meals and entertainment packaging. The tax savings for staff who take full advantage of salary packaging options significantly increases their take home pay.

The Human Rights Law Centre offers flexible working arrangements, 5 weeks annual leave, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.

The position will involve some domestic travel and occasional work outside normal business hours.

Applications

Applications close on Tuesday 14 January 2020 and should be sent to Hugh de Kretser, Executive Director, via jobs@hrlc.org.au and comprise:

- a cover letter (maximum 1 page)
- a document addressing the key selection criteria (maximum 3 pages); and
- your resume.

Please combine these as a single PDF document, clearly named with your name in the document title.

Shortlisted applicants will be contacted by telephone for interview within one week of the closing date.

If you are interested in being considered for the other Campaign Director role currently being advertised, you may put in a single application for both.

Further Information

For further information about the Human Rights Law Centre and campaign for an Australian Charter of Human Rights and Freedoms, see www.hrlc.org.au and www.CharterOfRights.org.au.

For further information about this position, contact Tom Clarke, Campaign Director, on 0422 545 763 or via tom.clarke@hrlc.org.au.