Justice Defenders

Job Title: Director of Development of Legal Education
Reporting to: Thomas Gill – Chief Operating Officer
Salary: To commensurate with experience
Location: East Africa (Kenya & Uganda) including some time in the UK
Job Type: Fixed term contract TBC
Category: Education, Project Management
Sectors: International Development & Human Rights & Criminal Justice
Hours: Full time/ PT considered

We need Justice Defenders to bridge the justice gap. Someone who can see the defenceless, identify with their conflict, and ensure the equal application of the Law. But this has to come from within these communities.

We see the untapped potential behind prison walls. We see the leadership skills in the prison staff room. We see the determination hidden on death row. We see the power of justice defenders within every defenceless community.

Defenders are people who have been empowered by legal knowledge and training. Because we are working towards a posture of radical inclusion to ensure that the defenceless become the defenders, this intentionally includes those who would consider themselves - or may be considered by others - to be outsiders, marginalised, or in conflict with the law. Some defenders were previously attackers.

Justice Defender's Values
Bravery: We courageously act for a new and better world.
We seek to do what hasn't been done before, or that which we haven't done before. We intentionally reach into the painful lives of others, from the frailty inside ourselves, to offer them a helping hand out of it. We are acting bravely, taking risks and moving forward to a preferred future, where justice is accessible, reliable and fair, and can be practised best by those who need it most.

Humility: We're servants, sinners and saints.
We aspire to be servant lawyers. We recognise that whilst the law can help us to gain power, status and wealth, we choose to give away some of those things, so we may step towards those on the margins of society ‘to comfort them and turn their pain to joy’. We recognise the dignity in every one of us, whatever our history. Some of us are in prison. Some of us are free. We are unlikely companions; we are a band of misfits. We have very little to offer but everything to give.

Solidarity: We're repaving the road to Jericho.
We are intentionally inclusive, reaching towards those who are most often silent, excluded, or powerless. We serve in a way that encompasses everyone and recognises that we each have something to bring to the table and that we can each love and be loved, serve, and be served. We work with those whom others would ignore, overlook, or avoid. We value radical kinship, within our community and in partnership with other agencies. We are seeking allies out of adversaries, who will drive us forward with the hope of a better future, without being limited by our past.

This strategic post as a Director of Development of Legal Education is newly created to drive through our strategy aims around Leadership Education. The successful candidate will be responsible for assisting the Director to lead various legal programs outlined below.
The successful candidate will have the tenacity to cooperate and coordinate closely with a wide range of teams both within APP's offices in the UK, Kenya and Uganda, prisons/prisoners in Kenya, and also working to create partnerships with universities and donors from around the world.

You will have:

• At least five years of professional experience in the legal world, e.g. supervision of legal education.
• Significant experience of legal education, training and practice and social enterprise/academia.
• Highly fluent in English.
• Proven problem solving and strategic planning capability with creative skills.
• Excellent communication and interpersonal skills.
• Ability to meet deadlines under pressure
• Robust reporting, monitoring and evaluation and implementation skills

In return, we offer competitive remuneration and plenty of scope for learning and development. This is not a family duty station. The candidate will be expected to spend the majority of their time within one of our East African Countries of operation.

The contract duration is 12 months, with a strong likelihood that this will be extended annually depending on performance against objectives.

UOL EDUCATION PROGRAMME LEAD will:

• Lead on developing and implementing a clear, concise, scalable delivery model for our UOL program in order that it be in a position to scale beyond its current country scope.
• Lead on developing and implementing our ‘post-release’ integration program.
• Work with and within our current support structure, the ‘Education Steering Group’.
• Conduct a full review of current systems, processes and practices in Uganda and Kenya alongside a reflection on UOL recognition criteria (is this going ahead?)
• Identify the problem areas within the program and develop and implement informed solutions using a ‘What works’ principle and the experience from within the ESG.
• Build a resource pool for the APP students so that they have access to sufficient reading material to refer to for the preparation of their exams and to research for their individual cases. For this, the Associate will liaise with Universities, local and International law firms to donate books.

Outputs:

• Develop a clear action plan for the post-release programme
• Develop a clear strategy and implementation plan for the UOL delivery model
• Develop operational manuals for administrative systems and for tutors
• Design and lead on the delivery of student study packs for each module to ensure students have the necessary materials and resources to support their studies
• Develop an academic calendar over a 52-week period covering teaching, assignments, mock exams, revision, etc
• Ensure APP UOL administrative systems function effectively and efficiently

• Ensure the ESG is provided with up to date information about the programme to enable the ESG to function effectively.

**CONTRACT FEES:**

Remuneration will be paid directly to you, and you will be responsible for paying local taxes.

Please send your CV and Covering Letter of no more than 2 pages covering how you suit the above role to:

Thomas Gill at Thomasgill@africanprisons.org. This role is being recruited on a rolling basis. APP has a diverse group of staff and volunteers united by the desire to serve others. Our work environment is open, honest, supportive and fulfilling, and our work is based on trust and respect.

African Prisons Project has a strong Christian ethos and is an equal opportunities employer. We welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age. We recruit individuals with the right mix of talent, skills and potential and welcome applications from a wide range of candidates. We are pro-active about hiring ex-offenders. We select candidates for interview based on their skills, qualifications and experience.

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