



Karen Human Rights Group

Documenting the voices of villagers in rural Burma

Job Vacancy Announcement: Research Fellow

April 2018

The Karen Human Rights Group is looking for a Research Fellow for a six-month period, ideally beginning in the last week of June. This position is based in KHRG's office in Thailand.

The Research Fellow will assist with the ongoing implementation of KHRG's Raw Data Project, and lend support to research and advocacy projects. KHRG's Raw Data Project gathers community perspectives on a variety of human rights issues in southeastern Burma/Myanmar by processing documentation received from the field. In addition to working on raw data processing, the Research Fellow will have the opportunity to develop research and advocacy skills by assisting with our human rights reporting work.

Local priorities and community perspectives on the human rights situation on the ground inform the focus of our reporting. At the moment, KHRG is receiving reports from the field on the following human rights issues: land confiscation and displacement arising from development projects; militarisation and sporadic clashes between armed groups; landmines; forced labour; gender-based violence; and access to health and education.

A willingness to be guided by locally defined perspectives and priorities at all times is essential. Applicants with an interest in expanding their understanding of human rights issues in Burma/Myanmar, especially those interested in challenging traditional conceptions of human rights that privilege international legal frameworks, should find the position particularly attractive.

KHRG operates on a consensus basis and places a strong emphasis on team work. Applicants should have a positive attitude, strong cross-cultural communication skills, and a sense of humour. They should also be motivated, adaptable individuals with a strong commitment to helping rural people claim their human rights.

Research Fellow Responsibilities:

1. Support the Information Processing and Report-writing Team (IPRT) as they process human rights documentation from the field and use it to produce English-language human rights reports, including:
 - Editing translated documents and human rights reports;
 - Giving feedback and working with individuals and/or groups to build local staff's capacity, including English language proficiency, research and report-writing skills. The Research Fellow will be responsible for conducting a minimum of two capacity-building workshops for the entire IPRT based on needs identified by local staff (i.e. report-writing, public-speaking, Excel skills or other workshops); as well as bi-monthly one-on-one capacity building sessions with each of the Information Processing and Report Writing officers.
 - Assisting in the development of report-writing teaching materials;
 - Supporting the on-going systematisation and standardisation of KHRG's reporting processes;
 - Assisting the IPRT with other duties as needed.
2. Support the IPRT, Research and Advocacy teams by conducting research, including into national and international legal issues, access to justice and the rule of law, and national public institutions related to human rights in Burma/Myanmar; writing portions of thematic and regional human rights reports; compiling KHRG reports for thematic submissions; drafting and editing policy and advocacy briefs and supporting local staff in advocating with civil society partners, donors and authorities in Burma/Myanmar, as required. Such responsibilities will be allocated based on the Research Fellow's interest and expertise, as well as internal management decisions.
3. Play a key role in the process of recruiting and training new Research Fellows by reviewing applications, selecting candidates for interview, interviewing potential candidates, and training new Research Fellows for a two-week period prior to departure.

Essential knowledge, skills and abilities

1. Excellent oral and written communication skills in English, including the ability to adapt communication style to different audiences. Native English language speaker or equivalent proficiency is required.
2. Attention to detail, including conscientious editing that accurately retains the tone and meaning of the original document.
3. Excellent writing skills and the ability to draft sections of analytical reports.
4. Positive attitude, including patience, a willingness to be flexible, take initiative and use problem-solving skills, and to accept feedback and make adjustments to improve performance.
5. Teaching and capacity building skills, both in one-on-one or on-the-job context and through organising formal lessons.
6. Self-motivation, self-discipline, organisation and time-management skills, as well as ability to function under pressure. This includes meeting deadlines and

- responding promptly to job-related tasks, as well as balancing long-term organisational objectives with immediate and routine tasks.
7. Ability to work independently and in teams in a multicultural working environment.
 8. Knowledge about international human rights standards, mechanisms and practices.
 9. Good knowledge of standard computer applications such as Microsoft Office (Word, Excel, Power Point), Internet and email applications.

Desirable knowledge, skills and abilities

1. Knowledge of the human rights situation in Burma/Myanmar, with specific knowledge of Myanmar domestic law, and of the situation affecting rural communities in southeast Burma/Myanmar.
2. Experience writing human rights reports, or advocacy documents.
3. Some knowledge of Karen, Burmese and/or Thai language.
4. Knowledge of Adobe's Creative Suite, including Photoshop or InDesign.
5. Experience processing and analysing information using a database.
6. Knowledge about on-going debates in the field of human rights on rural development, extractive industries, village agency methods and related issues in Burma/Myanmar.

KHRG will help candidates lacking prior knowledge of the situation in Burma/Myanmar develop their understanding of the local context by providing them with a list of reading materials on the history, culture, politics and human rights situation in southeastern Burma/Myanmar.

Salary and support

Successful applicants will have the opportunity to be involved in the production of human rights reports and make a contribution to the struggle for human rights in Burma/Myanmar.

The Research Fellow will receive a stipend to cover basic living expenses. KHRG will cover visa costs during the period of work, as well as the cost of accommodation for the first seven days after arrival. Research Fellows will also be provided with a bicycle for local transportation.

The Research Fellow will benefit from an initial orientation, as well as a pre-arrival guide that includes information to assist the Research Fellow in obtaining a visa, travelling within Thailand, and finding accommodation.

How to Apply

Please submit a CV (3 page maximum), cover letter (1 page), 2 references, and relevant writing sample to applications@khr.org. The cover letter should describe your academic and professional experience as it relates to the Research Fellow responsibilities and the knowledge, skills and abilities requirements above.

Application deadline: 9am Friday 18th May, 2018 (Thai Time)

About KHRG

The Karen Human Rights Group (KHRG) is a grassroots, locally led human rights organisation established in Karen State in 1992 and now operating across two states and two regions in southeast Burma/Myanmar. KHRG works with villagers in rural Burma/Myanmar to strengthen their ability to claim their human rights, documents their human rights situation and conducts international advocacy. More information about KHRG and our work is available online at www.khrq.org

Due to the high volume of applications received, only short-listed candidates will be contacted to answer preliminary questions, and considered for interview.