



Karen Human Rights Group

Documenting the voices of villagers in rural Burma

Job Vacancy Announcement: Research Fellow (Advocacy Team)

Application deadline: 10th December 2024

The Karen Human Rights Group (KHRG) is a grassroots, locally led human rights organization established in Karen State in 1992 and now operating across two states and two divisions in southeast Burma/Myanmar. KHRG works with villagers in rural Burma/Myanmar to document the human rights situation in Southeast Burma, strengthen rural villagers' ability to claim their human rights, and conduct local and international advocacy. With over 30 years of experience, KHRG has been twice nominated for the Nobel Peace Prize. In 2013, KHRG was the recipient of the Asia Democracy and Human Rights Award. More information about us and our work is available online at www.khrq.org

The Karen Human Rights Group is looking for an Advocacy Research Fellow for a **six months** period (with possibility of extension). We expect the candidate to start working on **3rd February 2025**. This position is based in Thailand. Candidates are expected to come to Thailand to work from KHRG's office.

The Research Fellow will support the local ethnic members of the Advocacy Team (AT) by assisting in local and international advocacy. The objective of the position is to strengthen KHRG's organisational ability to effectively achieve advocacy objectives. The primary focus of the position is on supporting and developing the skills of local colleagues in the team.

A willingness to be guided by locally defined perspectives and priorities at all times is essential. KHRG operates on a consensus basis and places a strong emphasis on teamwork. Applicants should be highly motivated, able to work with little supervision, and should have experience working on advocacy and human rights issues, ideally related to Burma/Myanmar or the region. A strong commitment to helping villagers claim their human rights is essential.

Research Fellow (AT) responsibilities

1. Conduct research on national and international legal issues, access to justice and the rule of law, and institutions related to human rights situations in Burma/Myanmar.
2. Cooperate with and support local staff to produce submissions to various international bodies, such as the UN treaty bodies, Universal Periodic Review and Special Procedures' mandate holders.
3. Support drafting and editing policy and advocacy briefs and support local staff in advocating to civil society partners, donors and authorities.

4. Develop innovative advocacy strategies to influence relevant stakeholders (UN, ASEAN, foreign countries, etc.) to hold perpetrators of human rights violations accountable for their crimes.
5. Assist local staff with preparation for external meetings such as talking points for meetings with journalists, international organisations, NGOs and academic researchers.
6. Support with social media publications and other advocacy materials.
7. Develop technical skills such as English language proficiency, research and report-writing, and analysis of Advocacy Team members, for them to independently manage their responsibilities. (The AT-RF is responsible for conducting at least 4 workshops based on needs identified by local staff.)
8. Assist with the organisational processes for developing and implementing advocacy plans following a Monitoring and Evaluation (M&E) framework.
9. Assist the Advocacy Team and the organisation with ad-hoc additional responsibilities, as needed.

Essential knowledge, skills and abilities

1. Native English language speaker or equivalent proficiency.
2. A university degree in a related field (preferably with a focus on human rights law, conflict studies, Asian studies, or international affairs).
3. Excellent analytical writing and editing skills.
4. Relevant experience conducting legal research on international human rights and humanitarian law.
5. Demonstrated knowledge of international human rights standards, mechanisms and practices.
6. Relevant experience in using social media (e.g. Twitter) professionally, preferably for human rights advocacy.
7. Strong cross-cultural communication skills and a sense of humour.
8. A positive attitude, patience, and a willingness to be flexible.
9. Ability to take initiative and use problem-solving skills.
10. Ability to conduct capacity-building to advocacy team members.
11. Self-motivated, self-disciplined, attention to detail and time-management skills, and the ability to function well under pressure.

Desirable knowledge, skills and abilities

- Knowledge of the human rights situation in Burma/Myanmar and applicable legal frameworks.
- Experience in diplomacy, governmental affairs, or similar experience.
- Knowledge of international humanitarian law and international criminal law.
- Experience writing human rights reports or advocacy materials.
- Experience in using creative software such as Photoshop, Lightroom or Canva.
- Knowledge of online advocacy strategies.

- Experience processing and analysing information using a database.

KHRG will help the selected candidate lacking prior knowledge of the situation in Burma/Myanmar by providing a list of reading materials on relevant history, culture, politics and human rights.

Salary and support

The Fellow will receive a monthly stipend to cover basic living expenses. KHRG will cover visa costs during the period of work, local transportation, as well as the cost of accommodation for the first seven days after arrival in the working location.

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

Successful applicants will have the opportunity to contribute to the struggle for human rights in Burma/Myanmar.

How to Apply

Applications should include a cover letter (max one page) stating why the applicant is interested in the position and their relevant experience, along with a detailed CV (max two pages) with at least two references and their contact information. Referees will not be contacted without notifying the applicant in advance. Please send applications to applications@khrq.org with the subject line 'Application for Research Fellow (AT) 2025'. No calls or email inquiries, please. If you experience technical difficulties with your application submission, please email khrq@khrq.org.

Only short-listed candidates will be contacted to answer preliminary questions, and considered for interview.