



association pour la prévention de la torture
asociación para la prevención de la tortura
association for the prevention of torture

JOB ADVERT

Job title: Legal Adviser

Location: Geneva, Switzerland

Term: 8 to 9 months temporary position covering a maternity leave (80 to 100% position depending on candidate's preferences)

Start: as soon as possible

Who are we looking for?

The Association for the Prevention of Torture (APT) We are looking for a motivated and committed candidate who will share their legal expertise to reduce risks of torture and ill-treatment as envisioned in APT 2020-2023 Strategic Plan . The successful candidate will provide practical advice to, and support APT partners on legal and policy issues related to torture prevention, in particular in relation to the new Méndez Principles on Effective Interviewing for Investigations and Information gathering.

Your main responsibilities include:

1. Conduct practical research on legal issues related to torture prevention, including writing briefings and commentaries
 2. Monitor legal developments related to torture prevention at the UN (such as with the Committee against torture, the Human Rights Council, and relevant Special Procedures). Identify opportunities for APT's contributions to policy developments, and coordinate APT's inputs.
 3. Engage with, and mobilise APT's network of partners (online and off line) on legal and policy issues related to torture prevention, including conducting advocacy at the regional and international levels
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1. Develop materials and deliver training (face-to-face and virtual) on torture prevention to a variety of audiences.
 2. Contribute to APT's external communication, and identify new areas for APT's contributions to torture prevention

Requirements: education and experience

- A degree in law or criminal justice is a requirement. A degree in human rights is an asset
- At least three years of work experience in the legal field, ideally with a non-for-profit organisation
- Excellent verbal and written communication skills in English. A second UN language is an asset
- Strong research and legal analytical skills, with a capacity of applying a practical and approach to human rights implementation
- Training and public speaking experience; as well as experience of representing organisations

- Project management skills, from project conceptualisation, implementation, and monitoring and evaluation
- Demonstrated capability to thrive in a multicultural team, as well as show initiative and operate autonomously
- Demonstrated ability to work in a team in a collaborative environment
- Strong commitment to human rights values, to preventive approach and to APT's values

Due to the temporary nature of the position, only candidates with a valid work permit in Switzerland will be considered.

Salary: 66'000CHF -76'000 CHF (annual basis), depending on experience

Benefits: standard pension schemes; 25 days of holidays annually (pro rata temporis) plus national holidays and additional days during the end of the year break; flexible working hours. We pay attention to private life – including family - and work balance, and we emphasise well-being.

Working environment: Exceptional working environment in APT eco-friendly building, located in the greenery, nearby public transportation and United Nations.

HOW TO APPLY

Recruitment Timetable

Deadline for applications: 8 July - Interviews: week of 25 July July.

Recruitment process

Applications should be done in English, and include:

- A one page motivation letter.
- A CV (maximum two pages).
- Contact details of two recent professional referees.

Applications should be sent by email to jobs@apt.ch (subject line: Legal Adviser). Application package should be saved according to the following category: surname_name_legaladviser.

Please note that only shortlisted candidates will be contacted for interviews.

APT is guided by human rights based approach and welcomes applications from qualified individuals irrespective of their race, religion, skin colour, nationality, age, disability status, ancestry, sex, sexual orientation, gender identity or expression, marital status, family structure, mental health status, or any other characteristic. Our policies encourage a workplace free from discrimination and any form of harassment.

WHO WE ARE ?

Over 40 years of torture prevention

As the world's leading organisation dedicated to preventing torture, the APT has contributed to increased transparency and independent oversight of places of detention. We provide expertise to support our partners and we advocate for greater action on the global stage.

We now have evidence that a combination of concrete measures to reform laws, policies and practices contribute to reduce the risks of torture and ill-treatment and make societies safer for all.

OUR VISION

Societies without torture or ill-treatment

OUR MISSION

- **Mobilise** against torture through prevention: *we generate support for prevention from international, regional and national State and non-State actors*
- **Engage** relevant actors in constructive dialogue: *we facilitate cooperation between many stakeholders to identify specific and sustainable solutions to prevent torture and ill-treatment*
- **Support** national efforts to protect persons at risk: *we offer strategic advice, tools and expertise to our partners working at the national level to prevent torture and ill-treatment*
- **Drive** new thinking and analysis: *we inspire action to prevent torture and ill-treatment through our ongoing research into its risk factors and root causes*

OUR VALUES AND PRINCIPLES

The APT is an international independent non-governmental organisation guided by strong values that form the basis of our identity and our work:

- Commitment:
- Inclusion & equality:
- Integrity and transparency:
- Partnerships:
- Quality and perseverance:
- Continuous learning and creativity:

OUR APPROACH

Our work is guided by our 2020-2023 Strategic plan. We implement it through:

PARTNERSHIPS We work closely with monitoring bodies, especially NPMs, who are strategic partners in our work to achieve systemic change. We join forces with other long-standing partners, including civil society organisations, national human rights institutions, international and regional human rights bodies and law enforcement institutions, while also engaging new partners in academia, the media and cultural institutions. We make full use of our recognised convening power to build bridges among different actors in support of torture prevention.

GLOBAL REACH THROUGH DIGITALISATION We develop partnerships, possibly through in-country representatives, and work holistically on the implementation of the different strategies. Direct experience at the national level enables us to scale up and reach out globally through online tools and digital learning. Our ambition is to form a roster of experts and trainers, based in different regions, to contribute to face-to-face workshops. This will support the development of expertise while also promoting proximity, South-South exchanges and a reduced carbon footprint.

COMMUNICATION AND INNOVATION Communication is a central part of our work, both globally and nationally, through a redeveloped website and using new forms of communication, including digital storytelling, comics and podcasts. We drive innovative research on the root causes of torture and ill-treatment and pilot new technology and communication strategies to share our insights, lead conversations and reach out to a broader audience.

AGILITY The APT adopted a new organisational structure to implement the Strategic Plan. We operate with a small core team of Senior Advisers who each contribute to a diversity of expertise, competencies and talents. The strength of APT lies in its team and we are committed to investing in the wellbeing and development of our staff.

OUR TEAM

We are a small, multicultural and agile team of 16 people, based in Geneva with three colleagues based in Brazil, Mexico and Thailand.

We promote all talents, creativity and an environment where everyone can thrive.

Find more on www.appt.ch

20.06.2022