



Head of Racial Equality, Diversity and Inclusion

Amnesty International

Details

AI-HREDI

Start Date

As soon as possible

Closing Date

2021-05-14

Contract Type

To be confirmed

Location

Johannesburg, South Africa

About Amnesty International

Amnesty International (AI) is a global movement of more than ten million people who campaign for a world where human rights are enjoyed by all. Recently, AI has shifted from a large London base to open regional offices in Africa, Asia-Pacific, Eastern Europe, Latin America and Middle East. With offices in more than 70 countries, its work reaches almost every country in the world with more than two million members and supporters who drive forward the fight for human rights and more than two million activists who strengthen calls for justice.

Amnesty International's aim is simple: an end to human rights abuses. Independent, international and influential, it campaigns for justice, fairness, freedom and truth wherever they are denied. And whether the organisation is applying pressure through powerful research, advocacy or face to face campaigning on an issue, policy engagement, mass demonstrations or online campaigning, it is inspired by hope for a better world. One where human rights are respected and protected by everyone everywhere.

About the Role

The Head of Racial Equality, Diversity and Inclusion (HREDI) will guide Amnesty towards a more inclusive

and diverse organization, and will work closely with the Senior Management Team in defining an action plan that incorporates all aspects of diversity, equality and inclusion to promote a truly diverse culture. As part of their new Global Strategic Plan, the HREDI will guarantee the Equality, Diversity and Inclusion agenda is part of the implementation of the AI initiatives and will ensure a common understanding about what diversity, equality and inclusion mean throughout the 70 offices of Amnesty International.

As the Head of Racial Equality, Diversity and Inclusion, you will report to the Programme Director, People and Organizational development (POD) and you will revise all the HR processes from recruitment, to talent development to guarantee all aspects of diversity, equality and inclusion are taken into account in the international and regional offices. You are expected to deeply understand the Human Rights sector and its main challenges and to incorporate a broader perspective about what diversity, equity and inclusion mean.

Purpose of the Role

The purpose of the Head of Racial Equality, Diversity and Inclusion is to support AI on its journey to become a leader on anti-racism, diversity and inclusion best practice by developing strategies, delivering initiatives and influencing people across the organization. To be a visible and inspiring champion, to model and implement initiatives that support open discussions, shared learning, and a culture where such considerations become fully embedded in all areas of their work. The concept of diversity is to include, but will not be limited to gender, sexuality, disability, and religion.

Duties and Responsibilities

- Building on the Coalition Leadership Team's draft vision and action plan, work with the CLT, Racial Equality, Diversity and Inclusion Group (REDIG) and all other similar staff organized groups to further develop an anti-racism, diversity and inclusion strategy and roadmap.
- Engage with stakeholders across the organisation from International Board to staff members and colleagues on all anti-racism, diversity and inclusion matters including reporting on progress against planned objectives.
- In partnership with various POD colleagues, support the development of best practice as regards all POD areas of responsibility including policies, talent management, succession planning training, education, talent acquisition, data collection and analysis, grievances, well-being and employee experience initiatives.
- Where possible deliver training, coaching and mentoring directly and, if necessary, engage with a network of providers where external expertise and capacity is required.
- Participate in key strategic discussions including as regards Amnesty's structure and systems, providing a diversity, inclusion, non-discrimination, and anti-racism perspective.
- With the management team, union and other staff groups identify ways to integrate the diversity, inclusion and anti-racism agenda into all our ways of working internally.
- Be a key partner to the Gender and Diversity Lead on their brief, including working with the Global Strategy and Impact team and other teams responsible for delivering our external human rights work and identify improvements to how we incorporate an anti-racism and non-discrimination perspective with an intersectional approach into Amnesty's external work.
- Lead on establishing good working practices/models that ensure all groups have a voice including creating and supporting networks and celebrating diversity through organised events.

- Develop a plan to drive towards Amnesty's Fairshare 2030 commitment on gender representation at senior leadership level and identify any other external standards Amnesty might benefit from committing to.

Skills and Experience

Knowledge and experience

- Proven subject-matter expertise in diversity, inclusion and anti-racism.
- Experience in change management from a diversity & inclusion perspective.
- Experience with strategic planning, conducting assessments, innovation, monitoring & evaluation, and data collection/analysis
- Experience in learning & development, programme design, and facilitation.
- A track-record of successfully coaching/partnering with senior leaders as agents of culture change, and building trusted and effective relationships across all stakeholders, including staff, and senior leadership.
- Qualifications in Change Leadership, Organizational Development and Transformation, Diversity & Inclusion, Human Resources, Learning & Development or Innovation is preferred.
- Experience in non-profit / global organizations is preferred.

Personal style and attributes

- Effective and engaging active listener, empathetic, able to build trust at all levels.
- Able to deal with ambiguity and make positive use of the opportunities it presents and respond positively to complexity and uncertainty.
- Strong influencing skills and authoritative voice on areas of expertise.