

Reparations Manager Re-advertisement at Independent Medico-Legal Unit (IMLU)

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Job Description

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The Independent Medico-Legal Unit (IMLU) is a governance, health and human rights non-profit organization, whose vision is A Just World Free from Torture. Our work is underpinned by a holistic approach involving litigation, medical and psychosocial rehabilitation of survivors of torture, monitoring government adherence to its human rights obligations and advocacy for policy, legal and institutional reforms. Over the last two decades we have assisted over 4, victims of torture, cruel, degrading and inhuman treatment through the support of our national networks of professionals: doctors, trauma counsellors, lawyers, human rights monitors and journalists.

This is an exciting position to lead one of our teams in the implementation of our new strategic plan -

Job Purpose

Leads in the formulation and implementation of strategies and interventions aimed at strengthening remedies and reparations for survivors of torture and other related violations in line with IMLU's strategic plan. Leads a multi-disciplinary team of professionals. Also leads in resource mobilisation, human capital management; grant reporting, stakeholders' and donor liaison. The job holder directly supervises Technical Leads in Litigation; Case Work Management; Investigations and Protection; Medical Rehabilitation & Psychological Rehabilitation.

MAIN RESPONSIBILITIES

Managerial Responsibilities

Leads in the formulation and implementation of strategies and interventions that result in strengthening remedies and reparations for survivors of torture and other related violations in Kenya;

Provides leadership and strategic direction in the implementation of the programme's work plan in line with IMLU's strategic plans;

Advises IMLU's Senior Management staff on legal, policy and administration gaps/opportunities in relation to reparations;

Provides overall leadership of the reparations programme's human and financial resources through developing budgets, subject to donor funds, undertaking effective monitoring and advising on the financial management of the programme's resources;

Manages the development and maintenance of strong stakeholder relationships through effective communication, negotiation and other related initiatives to deliver effective remedies and reparations for survivors of torture and other related violations;

Utilizes litigation and advocacy strategies to develop and implement national legal frameworks that deliver reparations to both individuals and communities who have undergone torture and other related violations in Kenya;

Undertakes quality control for all programme material and documents developed to ensure that they are in line with IMLU's strategic plan;

Monitors the compliance of IMLU's policies and procedures regarding the reparation programme's work to ensure that the mandate of the organization is achieved

Leads in implementing influential international standards on reparations such as the UN Basic Principles on the Right to Remedy and Reparation and others;

Ensures the reparation programme has the necessary monitoring and evaluation system and tools to achieve the performance of the programming line with the set performance targets;

Reviews and submits work plans, and programme budgets and provides the progress of execution of compensations awarded by the courts and conclusive Rehabilitation provided to

torture victims for complete healing and restoration to the Head of Programs;

Provides leadership to staff members in the reparations programme to ensure optimal performance of the department including performance management; and

Any other duties as assigned by the supervisor from time to time

Minimum level of academic qualification, skill and knowledge required to perform effectively in the role:

Bachelor's Degree in Social Sciences including Law (LLM), Psychology, Political Science or relevant disciplines from a recognized university.

At least a Diploma in Project Management or its equivalent

At least 5 years' experience in mid-level management preferably in a governance, democracy and human rights space.

Knowledge of the project management cycle and public administration

Excellent IT skills, with working knowledge of the various packages.

High-level strategic thinking and planning by conveying the reparations programme strengths, gaps and emerging opportunities to the HOP and the SMT for organisational positioning.

Ability to effectively communicate the organisation's mission to donors, volunteers and the overall community.

Stakeholder/network relations understanding and the trends in fundraising.

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