



Network of African National Human Rights Institutions

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www.nanhri.org

Job Description: Climate Change/ Justice Officer

Position Title: Climate Change/ Climate Justice Officer

Organization: NANHRI

Location: Head Office (NAIROBI), with occasional travels in the region

Duration: 12 months with a possibility of extension

1. BACKGROUND

The Network of African National Human Rights Institutions (NANHRI) is a membership organization dedicated to supporting the establishment and strengthening of National Human Rights Institutions (NHRIs) across the African continent. By providing practical assistance and support, NANHRI enables its member institutions to more effectively fulfill their mandate of protecting, monitoring, promoting, and advocating for human rights.

Recognizing the profound impact of climate change on human rights, NANHRI also champions climate justice by equipping NHRIs to address climate-induced human rights challenges, advocate for equitable climate policies, and amplify the voices of vulnerable communities disproportionately affected by climate change. Through this integrated approach, NANHRI ensures that climate action in Africa is grounded in fairness, equity, and the protection of fundamental rights.

The growing recognition of the interconnectedness between climate change and human rights has spurred significant international action. The UN Framework Convention on Climate Change (UNFCCC) emphasizes the importance of integrating human rights considerations into climate action, ensuring that efforts to combat climate change do not inadvertently harm vulnerable populations. Building on this, the Paris Agreement explicitly calls for the respect, promotion, and consideration of human rights, including gender equality and the rights of Indigenous peoples, in climate mitigation and

adaptation strategies. Similarly, the UN Human Rights Council has highlighted the profound threats climate change poses to fundamental rights, appointing a Special Rapporteur to address these challenges and advocate for justice at the intersection of climate and human rights.

These developments underscore the urgent need for a rights-based approach to climate action—one that prioritizes equity, inclusion, and accountability. By connecting these global frameworks with the work of NHRIs across Africa, NANHRI ensures that human rights remain central to the continent's climate response.

2. WHO WE ARE LOOKING FOR...(CLIMATE JUSTICE OFFICER?).

We are seeking a dynamic and passionate Climate Justice Officer who will champion the integration of climate justice into the work of the Network of African National Human Rights Institutions (NANHRI). The ideal candidate will be deeply committed to advancing human rights in the face of climate change, with a strong understanding of the unique challenges and opportunities within the African context. As a key advocate and capacity-builder, this individual will support NANHRI's member institutions to address the human rights impacts of climate change, promote equitable climate policies, and amplify the voices of vulnerable communities disproportionately affected by climate-related challenges. Additionally, the Climate Justice Officer will play a critical role in securing funding and resources through strategic fundraising efforts to support climate justice initiatives and expand the reach of NANHRI's programs. By fostering collaboration, driving innovative solutions, influencing policy at all levels, and securing financial support, this role will ensure that climate action in Africa is fair, inclusive, and firmly rooted in human rights principles.

3. KEY RESPONSIBILITIES

a. Climate Justice Advocacy and Policy Development

- Advocate for Climate Justice: Lead the promotion of climate justice within NANHRI's mandate, ensuring that the human rights implications of climate change are addressed in national, regional, and international policy frameworks.
- Policy Recommendations: Develop evidence-based policy recommendations that link human rights to climate change mitigation, adaptation, and resilience strategies. Ensure these policies are inclusive and equitable, with a focus on vulnerable communities in Africa. (Is this something that can be done in collaboration with a consultant??)
- Engage in International Dialogues: Represent NANHRI in global climate and human rights forums (e.g., UNFCCC COP meetings, African Union discussions),

advocating for the rights of affected communities and the integration of climate justice into international climate agreements and frameworks.

b. Capacity Building and Knowledge Sharing

- **Build the Capacity of Member NHRIs:** Support African National Human Rights Institutions (NHRIs), , civil society organizations, and other stakeholders involved in climate justice and human rights initiatives in understanding and addressing the human rights impacts of climate change through tailored training programs, workshops, and tools developments.
- **Develop Resources:** Support to Create and disseminate resources that guide NHRIs in integrating climate justice principles into their operations, including monitoring, reporting, and advocacy related to climate change and human rights.
- **Facilitate Knowledge Exchange:** Foster collaboration and knowledge-sharing among NANHRI member institutions, civil society organizations, and other stakeholders involved in climate justice and human rights initiatives.

c. Monitoring and Reporting on Climate-Induced Human Rights Violations

- **Monitor Climate Justice Issues:** Lead efforts to track and document climate change impacts on human rights across Africa, focusing on vulnerable groups such as women, Indigenous communities, and low-income populations.(But first there has to be tool kit to collect that kind of information.I guess this can be done in collaboration with a consultant?
- **Prepare Reports and Briefs:** Write and compile comprehensive reports, case studies, and policy briefs that highlight the human rights consequences of climate change and recommend actions for addressing these challenges.
- **Establish Monitoring Mechanisms:** Develop and implement mechanisms for monitoring the progress of climate justice policies and programs within NHRIs and other relevant entities.

d. Fundraising and Resource Mobilization

- **Secure Funding for Climate Justice Initiatives:** Lead the identification and pursuit of funding opportunities to support NANHRI's climate justice initiatives. This includes writing grant proposals, building relationships with donors, and seeking partnerships with international organizations and philanthropic bodies.
- **Develop Fundraising Strategies:** Create and implement a comprehensive fundraising strategy to expand the financial capacity of NANHRI's climate justice programs. This strategy will focus on diversifying funding sources,

including government grants, private donors, and partnerships with international organizations.

- **Ensure Financial Accountability:** Oversee the effective management and utilization of funds allocated for climate justice programs, ensuring transparency and accountability in line with donor expectations and NANHRI's financial policies.

e. Community Engagement and Stakeholder Coordination

- **Engage with Affected Communities:** Work closely with climate-affected communities to ensure that their voices are heard in climate policy discussions, and their human rights are central to climate action. Facilitate dialogues between NHRIs and marginalized groups to develop community-driven solutions.
- **Build Partnerships:** Forge strong partnerships with other stakeholders involved in climate justice, including civil society, governments, international agencies, and the private sector.
- **Coordinate Collaborative Projects:** Lead and coordinate joint initiatives between NANHRI, NHRIs, and other relevant actors to promote climate justice in Africa, ensuring that climate policies are inclusive, rights-based, and impactful.

f. Advocacy and Public Relations

- **Public Advocacy and Awareness:** Raise awareness about the intersection of climate change and human rights by speaking at conferences, writing articles, and engaging in media campaigns.
- **Engage with Media and Advocacy Groups:** Collaborate with media and advocacy organizations to highlight climate justice issues and promote policy changes at local, national, and regional levels.
- **Represent NANHRI** in national, regional, and international meetings, presenting the organization's position on climate justice and human rights and advocating for the rights of vulnerable populations.

g. Research and Analysis

- **Stay Informed on Global and Regional Trends:** Keep abreast of the latest developments in climate science, international climate agreements, and human rights standards, ensuring that NANHRI remains a leader in addressing the intersection of climate change and human rights.

h. Strategic Leadership and Reporting

- **Strategic Planning:** Contribute to the development and implementation of NANHRI's long-term strategic plan, ensuring that climate justice is integrated into the organization's goals and activities.
- **Report on Progress:** Regularly update the NANHRI leadership on the status of climate justice initiatives, including challenges, successes, and opportunities. Prepare annual reports and presentations for stakeholders, donors, and partners.

4. QUALIFICATIONS AND EXPERIENCES

a. Educational Background:

- A Master's degree in Human Rights, Environmental Policy, Climate Change, Law, or a related field.

b. Experience:

- At least 5 years of professional experience in climate change, human rights advocacy, or environmental justice.
- Experience working with vulnerable and marginalized communities affected by climate change.
- Proven track record in policy development, stakeholder engagement, and program implementation.

c. Knowledge:

- Strong understanding of international climate agreements (e.g., Paris Agreement, UNFCCC, etc...) and human rights frameworks.
- Familiarity with the work of NHRIs and principles of climate justice and sustainable development.

d. Skills and Competencies:

- Strong analytical and problem-solving skills, with the ability to link climate data to human rights implications.
- Excellent communication and advocacy skills, including report writing, public speaking, and stakeholder engagement.
- Ability to work collaboratively in multi-disciplinary teams and across diverse cultural contexts.
- Project management skills with the ability to deliver results within deadlines.

e. Key Attributes:

- A genuine passion for upholding human rights and promoting climate justice, driving a personal and professional commitment to creating equitable and sustainable solutions.
- Sensitivity to the needs of marginalized communities and an inclusive approach to policy-making.

- A proactive and adaptable mindset, capable of addressing emerging challenges in climate and human rights.

f. Working Conditions:

- Frequent travel to climate-affected regions and participation in international forums may be required.
- Flexibility to work extended hours during critical negotiations or urgent response situations.

HOW TO APPLY:

If you possess the above qualifications and other requirements for the position, please send your application **STRICTLY BY EMAIL** clearly indicating the position on the subject together with a cover letter and a detailed C.V with links to **samples/portfolio**, names and contacts of three referees to reach us by close of business on **13th January 2025** to:

Recruitment
Network of African National Human Rights
Institutions,
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PO. Box 76155-00508 NAIROBI.

Email: info@nanhri.org
With a copy to: dnguti@nanhri.org