



Irish Council for
Civil Liberties

***ICCL - Policy Officer (Equality and Hate Crime)
January 2021***

Duration: 2 years, with 6 months' probation

Level: Full-Time Post

About the Role:

The Irish Council for Civil Liberties (ICCL) is recruiting a Policy Officer to work as part of our team of human rights activists, leading a programme of work on Equality and Hate Crime. The Policy Officer will work as part of the ICCL team, and will also work with networks and alliances in the area of equality and hate crime in which ICCL is a partner – including the Coalition Against Hate Crime.

About ICCL

ICCL is the foremost civil liberties organisation in Ireland with a long and successful track record of defending human rights and civil liberties, including at times when the political climate was often hostile to their protection. Fully independent of government and fearless in our advocacy for human rights, we have been at the forefront of all the key human rights debates in Irish society, making a significant impact on law, policy and public opinion.

ICCL has a long history of working for equality in Irish society, including playing a leading role in the introduction of equality legislation and the establishment of equality and human rights institutions, as well as in key constitutional changes over recent decades which have made Ireland a more equal and tolerant society. We support the introduction of hate crime legislation in Ireland in line with international human rights standards and international best practice, and ICCL is committed to working with the Coalition Against Hate Crime to achieve this goal.

Role Purpose:

- Develop ICCL's policy platform in the areas of equality and hate crime
- Contribute to the growth and development of the Coalition Against Hate Crime
- Develop and maintain high-level relationships with government and statutory bodies, academia, the legal community, media and civil society organisations
- Contribute to the wider work of ICCL on human rights and equality
- Participate as a member of the ICCL staff team

Specific Objectives of the Role:

- Conduct research in the field of equality and hate crime in Ireland
- Research and develop policy submissions on matters concerning equality and hate crime in Ireland
- Represent the ICCL and the Coalition Against Hate Crime nationally and internationally

- Engage in advocacy and representational work that effectively promotes the ICCL's objectives in this area

Person Specification

The ICCL offers a dynamic and flexible working environment and the chance to use your skills and knowledge to make a genuine difference. Applicants will be assessed against the following essential / desirable requirements and are encouraged to use their applications to provide examples of the manner in which they meet these criteria.

Essential requirements:

- Qualification in human rights, or a related discipline
- Good working knowledge of international (global/European) and domestic (Irish) human rights and equality standards
- At least 3 years' experience in a research, policy or advocacy role
- First rate legal research, drafting and writing skills and the proven capacity to produce high-quality work to tight deadlines
- Experience of lobbying and advocacy work at a national or international level
- Capacity to integrate into a small high-performance staff team
- Excellent organizational and administrative skills, including experience of project management and strong computer literacy
- Excellent communication skills
- Commitment to the values of ICCL

Desirable requirements:

- Experience of community development
- Experience of media engagement
- Direct professional experience of engagement with international human rights mechanisms
- Excellent organizational and administrative skills, and experience of project management

Salary range: €30,000-€40,000 depending on experience.

Further Information

We value diversity and aspire to reflect this in our workforce. We welcome applications from people from all sections of the community, irrespective of race, ethnicity, gender, age, disability, sexual orientation, religion or belief. This role requires applicants to have the right to work in Ireland.

Application Process:

Please submit a (i) completed application form (see website), and (ii) a cover letter to info@iccl.ie before 5pm on 12th February 2021.

To ensure that submission is successful applicants must put 'ICCL Policy Officer (Equality and Hate Crime) – Application' in the subject line of the email.