



Digital Rights ADVISOR

Oxfam in Africa

Closing date: 10 July 2024 @23:59 GMT/BST/EAT

Location: Flexible in Africa Region. Any country with an Oxfam office/presence, Subject to being able to establish a contract of employment directly or via hosting affiliate.

Contract: fixed term till 31st March 2027

Internal Job Grade: C1, National

Salary: In line with Oxfam pay range

Oxfam International is unable to guarantee the obtaining of a work permit for the role. Candidates must already have and be able to retain the legal right to work in the location where they are based. We are not able to support the relocation of a candidate to take up the position in an Oxfam location.

We believe flexible working is key to building the Secretariat of the future, so we're open to talking through the type of working arrangements that might work for you.

About us

Oxfam is a global movement of people working together to end the injustice of poverty. That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like land rights, climate change and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 21 organizations (affiliates) plus the Oxfam International Secretariat, working together with partners and local communities in the areas of humanitarian, development and campaigning, in around 90 countries.

All our work is led by our core values: Empowerment, Accountability, Inclusiveness, Courage, Solidarity and Equality.

Background

Oxfam in Africa (OiA) embraces all the Oxfam stakeholders' entities (countries, clusters, advocacy offices and affiliates) on the continent and seeks to enable and enhance impact through collaboration and integration. The **Africa platform** will contribute to deliver Oxfam's impact and Influence in Africa. The plural and robust leadership team will represent the different Oxfam stakeholders in the continent. It will include the Oxfam in South Africa (OZA) Executive Director (as the only affiliate currently in the continent and the new ones will be included in due time), the Country Directors, SAF Cluster Director from the programs in Africa who will be leading on specific themes / priorities within Oxfam in Africa and the Africa Platform Senior Leadership Team (SLT). There will be collaboration with the North Africa cluster specially on the influencing work but no direct management relationship.

The Role

As a Digital Rights Advisor, you will champion a rights-respecting digital ecosystem that fosters equality, gender justice, social well-being, and civic space. In this pivotal role, you'll drive the strategic Digital Rights and Space Agenda in Francophone Africa by:

- **Digitizing Programs:** Enhance and modernize Oxfam's existing programs with cutting-edge digital solutions.



- **Innovating Advocacy:** Design and advocate for groundbreaking digital rights initiatives, securing the necessary funding to support them.
- **Improving Technology:** Enhance Oxfam's internal and external technology environments to ensure they uphold human rights in the digital age.

As a key influencer, you'll guide regional and country-level discourse on digital rights, support data-driven decision-making, and develop ICT approaches for social accountability and transparency. Be a part of our global network of digital rights experts and make a significant impact on social change and justice through technology.

The person

We are looking for a dynamic and visionary leader to spearhead our digital transformation and rights advocacy initiatives across Africa with the following:

- Bachelor's degree in ICT, social sciences, digital rights, international development, or a related field. Equivalent relevant practical experience may be considered.
- Minimum of five years in program support, project management, strategy development, or digital rights-related initiatives.
- Strong background in digital rights with hands-on experience in selecting and deploying digital technologies (digital data collection, financial services, data analytics) for development, advocacy, or humanitarian objectives.
- In-depth understanding of the opportunities, challenges, and trends related to digital rights and ICTs in Africa.
- Fluent in French, able to provide technical support to Francophone Africa program teams. Excellent verbal and written English for effective communication within Oxfam's Digital in Programs Network.
- Proven ability to engage with digital rights and ICT networks and stakeholders.
- Expertise in developing and delivering user training on digital technologies, simplifying complex ideas for diverse audiences.
- Strong influencing and negotiation abilities, comfortable interacting with staff at all levels.
- Independent and proactive, capable of working with minimal direction on multiple projects, with a keen eye for detail. Demonstrated ability in problem analysis and creative problem-solving.
- Experience working independently and as part of a globally diverse and distributed team.
- Excellent skills in prioritizing tasks and achieving results on time and within budget.
- Deep understanding of and dedication to integrating women's rights into all programming.
- Prior experience supporting programs and teams in Sub-Saharan Africa.
- Be at the forefront of digital innovation and drive impactful change.

How to apply

Please upload an up to date CV and a covering letter as one PDF Document, clearly explaining your **suitability against the essential criteria in the [job profile](#)**.

Kindly note that only shortlisted candidates will be contacted- usually within 2 weeks of the closing date.

To submit your application [Please Click Here](#).



Our commitment to safeguarding

Oxfam is committed to preventing any type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Note: All offers of employment will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam International Secretariat also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, if a job applicant has been employed by another member of the scheme, we will request information from that organization about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedure