

Job Description: Right to Refuse to Kill Programme Worker

The role

War Resisters' International is looking for a programme worker for a fixed-term employment contract, lasting from 1st September 2018 to April 2020, with a possibility of extension beyond that. The worker will be based in Colombia, and run the Right to Refuse to Kill (RRtK) Programme alongside the other RRtK staff member who is based in our London office, and alongside other staff, the Executive Committee and the WRI Network. This will include planning WRI's International Assembly in Colombia in 2019.

WORKING SKILLS

We are looking for a hard-working person with following qualifications:

Essential

- Commitment to and knowledge of nonviolent methods of social and political change, and especially of the political concepts of conscientious objection and "total resistance" (*insumisión*);
- Skills in campaign development;
- Fundraising experience;
- Awareness of the impacts of gender, race, class and other social statuses and their impacts in social movements;
- Good language and communication skills: fluent Spanish and English are essential to enable clear and persuasive writing and speaking;
- Ability to work in a team and take initiative, but also to manage lone-working and keep motivated;
- Ability to work within a non-hierarchical team based in different countries, collaborating with colleagues using online conferencing and forum tools;
- Experience in planning events;
- Willingness to travel (at least once or twice a year to Europe);
- Intermediate computer skills and ability to get accustomed to new software is desirable;
- Willingness to commit and sign the WRI declaration: "*War is a crime against humanity. I therefore am determined not to support any kind of war and to strive for the removal of all causes of war*".

Desirable

- Experience of using social media for campaigns;
- Experience of campaigning within conscientious objector movements;
- Basic photography/videography skills (or willingness to learn);
- A basic understanding of human rights mechanisms;
- Familiarity with desktop publishing software;

- Knowledge of Portuguese and other languages;
- Familiarity with the structures and history of the WRI;
- Experience with CMS e.g. Drupal or Wordpress to manage websites, or willingness to learn.

JOB DESCRIPTION

The main area of work will consist in running parts of the Right to Refuse to Kill Programme alongside the other RRtK staff member who is based in our London office, and alongside other staff, the Executive Committee and the WRI Network. This will include planning WRI's International Assembly in Colombia in 2019, the programme of which will be heavily related to conscientious objection and militarisation and include working with the *Red Antimilitarista de América Latina y el Caribe*, who work closely with WRI. Fundraising will be an integrated part of the programme and event planning.

In addition, the RRtK Programme worker is expected to cooperate in and contribute to general WRI work, including publications and communications.

RRtK Programme Work

- Maintain contact with War Resisters' International's extensive network of contacts working on issues of conscientious objection, recruitment, and antimilitarism, especially those based in Latin America (including particularly the *Red Antimilitarista de América Latina y el Caribe*);
- Contribute to WRI's conscientious objectors/Prisoners for Peace database (see <http://wri-irg.org/programmes/pfp>);
- Contribute to WRI's e-newsletter *CO-Update* on developments regarding the right to conscientious objection and military recruitment (see wri-irg.org/publications/co_update);
- Contribute to the organisation of events around Prisoners for Peace Day (<https://www.wri-irg.org/en/taxonomy/term/>) and International Conscientious Objection day internationally (<https://www.wri-irg.org/en/taxonomy/term/6>);
- Support conscientious objectors and CO groups in Latin America, including emergency response in individual cases (co-alerts, see http://wri-irg.org/programmes/co_alerts), and co-operation with groups on the development of CO strategies;
- Liaise closely with other organisations and persons working on conscientious objection, such as Quaker United Nations Office, Geneva, and others;
- Cooperate with other groups in making use of international human rights mechanisms to further the right to conscientious objection, including the UN, Inter-American Court of Human Rights, and other mechanisms where appropriate.

Fundraising for the RRtK Programme

In collaboration with other staff and Executive members, the programme worker will have to:

- implement a fundraising strategy which includes writing proposals for grants and communicating with possible funders of the RRtK Programme;
- find new sources of income including additional foundations, especially those that might fund work in Latin America;
- plan and implement fundraising for WRI events that include RRtK Programme work, such as Seminars and International Assemblies.

Joint responsibilities with other WRI staff members:

- Organising WRI events, participating in meetings, assisting with production and distribution of minutes;
- Representing WRI at international meetings as agreed by the Executive;
- Producing WRI's publication *The Broken Rifle*;
- Updating WRI's web page;
- Alongside colleagues, taking an active role in planning fundraising and other finance tasks.

Additional information

The exact salary is still to be confirmed, but will be the equivalent to (local) staff in similar organisations in Colombia. WRI staff are entitled to 28 days of holidays pro rata, and a 1 month paid sabbatical after 5 years.

The position is financed by a grant. We therefore offer a fixed-term contract, lasting from September 2018 to April 2020.

The job involves frequent travel.

We can offer exciting and stimulating working conditions, with the possibility of networking with numerous international organisations.

More information on the programme can be obtained by contacting us on info@wri-irg.org; or calling +44-20-7278-4040.