

ARTICLE 19

APPOINTMENT OF EXECUTIVE DIRECTOR

MARCH 2020



FROM OUR CHAIR

Thank you for your interest in ARTICLE 19 whose aim is to protect, throughout the world, freedom of expression, access to information and other rights enshrined in ARTICLE 19 of the Universal Declaration of Human Rights. If you have got this far, you probably don't need any reminding of the daunting challenges facing the human rights movement internationally, threatening many of the rights that we have taken for granted.

This vacancy of Executive Director is therefore an unusual opportunity to lead an international organisation at a very critical time. It is a time when ARTICLE 19's own research shows that freedom of expression stands at its lowest point for a decade.

As our outgoing Executive Director, Tom Hughes, wrote in a recent report, the wake-up call for free expression is loud and clear.

But it is also a time when people around the world are boldly asserting their rights to participation, assembly, expression and information. There are many encouraging moves in a more positive direction, moves in which ARTICLE 19, particularly in the global South, has played an instrumental role, for example on transparency where 90% of the world's population now live in countries with Right to Information laws.

It is a propitious time for a new leader internally too. Our current organisational strategy, which we have called the Expression Agenda, runs from 2015 to 2021. So our next Executive Director will be expected to lead a careful evaluation of that strategy and then devise a new strategy for the years ahead, in collaboration with our partners and affiliates.

Tom Hughes has moved on after six years as Executive Director to take on an equally challenging role as the first Director of the new independent Oversight Board for Facebook content moderation. ARTICLE 19's International Board is now looking for another leader who can keep the organisation at the forefront of Freedom of Expression issues internationally. We expect candidates to have strong management skills as the organisation has significantly increased in size in recent years with a string of dynamic regional offices across the globe from Sao Paulo to Dhaka as well as its London headquarters.

The roll call of ARTICLE 19 Executive Directors over the organisation's thirty years of existence has been illustrious: our founder Director was the Northern Irish human rights champion, the late Kevin Boyle, and his successors have included Frances, now Baroness, D'Souza (former Speaker of the House of Lords), the human rights campaigner Andrew Puddephat and the UN Special Rapporteur Agnès Callimard. If you feel you have the vision and the skills to step into their shoes and further develop the organisation's capacity, my International Board would be only too delighted to hear from you!

Paddy Coulter

Chair of the ARTICLE 19 International Board



WHAT WE DO

ARTICLE 19 works for a world where all people everywhere can freely express themselves and actively engage in public life without fear of discrimination.

We do this by working on two interlocking freedoms: the Freedom to Speak, and the Freedom to Know.

When either of these freedoms come under threat, ARTICLE 19 speaks with one voice.

WHERE WE WORK

Our teams defend freedom of expression and access to information from nine regional hubs around the world, delivering change through local as well as international influence.

We have teams leading advocacy in cities such as New York and Dhaka, and thematic experts driving policy change in places as diverse as Nairobi and Tunis.

Where we work

● International and regional offices ● Countries we work on



OUR VISION, MISSION AND VALUES

Our Vision is for all people everywhere to be able to freely express themselves and actively engage in public life without fear of discrimination.

Our Mission is to promote and defend the universal human rights of freedom of expression and information around the world. We work to achieve our mission by understanding that other rights including belief, privacy, participation, assembly and association, and more, underpin freedom of expression and information. These two interlocking freedoms are the foundation of all our work. *The Freedom to Know* concerns the right to demand and receive information by power-holders for transparency good governance and sustainable development. When either of these freedoms comes under threat, When either by the failure of powerholders to adequately legislate for or protect them, ARTICLE 19 speaks with one voice, through courts of law, through global and regional organizations, and through civil society wherever we are present.

The Freedom to Speak concerns everyone's right to express and disseminate opinions, ideas and information through any means, as well as to disagree from, and question powerholders. When either by the failure of powerholders to adequately legislate for or protect them, ARTICLE 19 speaks with one voice, through courts of law, through global and regional organizations, and through civil society wherever we are present.

**We will always protect the Freedom to Speak
and the Freedom to Know.**

Without freedom of expression, and the right to engage in open debate, to criticize, protest and dissent, civic discourse is weakened and marginalized groups lose their voice. We take action when those freedoms are at risk.

EXAMPLES OF OUR WORK



DEMONSTRATION FOR IRANIANS

Among many issues in the MENA region, ARTICLE 19 has worked for several years on the impact of government restrictions on the internet in Iran. We have delivered influential research on the role of the Iranian state in internet shut-downs and the right to information under Iranian law.

TURKISH DISSIDENTS

ARTICLE 19 has worked consistently on the cases of journalists imprisoned as a result of the crackdown against opposition figures by the regime of Recep Tayyip Erdoğan which reached a peak in 2016.



#LetThemGoFree



GAY RIGHTS IN KENYA

In recent years, parts of Eastern Africa have seen a disturbing increase in threats to LGBTQ populations. ARTICLE 19 works with a range of partners around the world to enhance protections for vulnerable communities, and especially those affected by hate-speech, violence and intimidation by authorities.

THE ROLE OF EXECUTIVE DIRECTOR

About the role

Having undergone a significant period of growth over the past six years, ARTICLE 19 is now seeking a new Executive Director to lead ARTICLE 19 at a time of unprecedented challenges to freedom of expression globally. You will be responsible for overseeing all aspects of the organisation to ensure good governance, strong systems and organisational effectiveness.

In this role, you will represent ARTICLE 19 at international and high-level events to expand our influence and work collaboratively with the global management team to facilitate discussion and implementation of ARTICLE 19 policy positions across the movement. With a history of fighting for social justice, you will be someone who really cares about freedom of expression, ensuring that all staff, partners and associates work in line with ARTICLE 19 values.

Responsible to: Chair of International Board

Key Relationships: Global Management team, Senior Management team, International Board, Regional Chairs.

Key Responsibilities

1. Strategy

- Enable a shared vision across the ARTICLE 19 movement through development and implementation of a new ARTICLE 19 global strategy
- Provide oversight and direction to ARTICLE 19's strategic planning processes and align global and regional priorities with ARTICLE 19's mission and values
- Develop an organisational strategy that promotes good governance, well-being and strong systems for staff, partners and associates across the movement

2. Leadership and global influence

- Ensure continuity of purpose for ARTICLE 19, operating as a spokesperson for freedom of expression issues at international and high-level events
- Articulate and cultivate ARTICLE 19's voice in the international media to enhance ARTICLE 19's global profile, influence and identity
- Build a team of Senior Leaders operating in a diversity of contexts, creating a culture of collaborative working, to ensure effective cooperation across the organisation's international and regional offices and affiliates
- Provide inspirational leadership and direction to managers and staff, role modelling ARTICLE 19 values
- Strengthen decision-making processes that will enable ARTICLE 19 to achieve its long and short-term goals and objectives

3. Governance

- Lead on the management and development of global relationships between the international and regional offices of ARTICLE 19 to ensure sustainability and good communication
- Cultivate a strong and transparent working relationship with the International Board, General Assembly and Regional Boards to ensure a culture of good governance.
- Promote open communication and transparency in learning from monitoring and evaluation and of financial and programmatic performance against statement milestones and goals
- Ensure ARTICLE 19 activities comply with the rules of the UK Charity Commission including reports to the UK Charity Commission and Companies House

4. Financial Sustainability and Oversight

- Lead global resource mobilization to ensure organizational sustainability and growth
- Oversee the development of a fundraising strategy that will diversify and grow existing income streams, including cultivation of high network individuals
- Set global budgetary priorities to effectively achieve global strategic and operational plans and ensure value for money

PERSON SPECIFICATION

Experience and capabilities required

- Previous executive experience of fundraising, finance, operational delivery and risk management within an international organisation
- Ability to inspire an organisation to influence through collective leadership and meaningful participation
- Evidence of leading change that demonstrates the capability to lead change mobilised by ARTICLE 19 values to provide good governance and management compliance across ARTICLE 19 Affiliates, Branches and the UK based International office

- ARTICLE 19 has expertise in the field of Freedom of Expression and has a strong technical base, therefore whilst general knowledge of the right to freedom of expression is required, expertise in at least one of ARTICLE 19 policy areas such as Media, Digital Rights or Freedom of Information is an advantage
- Recognition of the importance of relationships and demonstrable emotional intelligence to build and sustain multiple relationships across the ARTICLE 19 movement
- A successful record of accomplishment in advocacy strategy
- Previous experience of mentoring senior leaders and holding people to account
- A way of working that will reflect the resilience and diversity needed to meet the challenges of leading an international non-government organisation
- Fluency in English and one of the following languages would be welcomed: French, Spanish, Portuguese or Arabic

TERMS OF APPOINTMENT

This will be a permanent, full time position based in our head office in London.

The salary will be up to £120,000 per annum.

For candidates recruited outside of the UK, ARTICLE 19 will provide visa sponsorship and relocation support for flights and temporary accommodation for the first month of employment.

Our benefits package includes:

- 8% pension contributions
- Health Assured employee assistance programme
- 25 days annual leave
- Well-being programme
- Dental Insurance
- Life Assurance
- Cycle to work scheme
- Season Ticket Loan

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to ARTICLE 19 on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **UAJafa**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter no longer than two A4 pages, outlining why you would like to be Executive Director for ARTICLE 19.

The closing date for applications is by 5pm on Tuesday 14 April 2020.

Formal panel interviews will take place with the Selection Committee on 7th May in London.

GDPR personal data notice

*According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.*

Press Freedom

Under Threat

International Press Freedom
Mission to the **United States**
May 2018

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