



## Executive Director

### About Us:

The Institute for Justice & Democracy in Haiti (IJDH) advances the Haitian people's struggle for justice and democracy on the international stage. In partnership with our Haitian sister-organization, *Bureau des Avocats Internationaux* (BAI), IJDH advocates, litigates, builds constituencies and nurtures networks to create systemic pathways to justice for marginalized Haitians and to hold international human rights violators accountable. IJDH amplifies Haitian voices in places outside Haiti where decisions about their rights are made and helps to build an accurate, rights-based narrative of Haiti internationally. We prioritize 1) securing access to justice for the most marginalized in Haiti, including women and girls who are survivors of sexual assault; 2) amplifying and supporting social justice movements in Haiti that are challenging impunity; 3) bringing emblematic cases and campaigns that challenge imperialism and hold international actors like the UN and US government accountable for rights abuses in Haiti; and 4) supporting the next generation of Haitian social justice lawyers.

IJDH fights for justice with high-quality legal and advocacy strategies, creativity, humility, inspiration, humor, and a compassionate, inclusive and supportive work culture. We are a small but mighty, ambitious and principled organization with a track record of securing unlikely wins for justice for marginalized communities and influencing global public discourse about human rights and justice in Haiti.

### Position Description:

Reporting to the Board of Directors, the Executive Director has overall strategic and operational responsibility for IJDH's staff, programs, and execution of its mission. As the public face of the organization and leader of IJDH's dynamic 6-person team, the Executive Director will prioritize:

- Providing vision and strategic direction for IJDH's innovative advocacy portfolio in accordance with the organization's mission;
- Raising funds to meet and grow IJDH and BAI's combined budget of \$1.4 million, including through cultivating and maintaining relationships with donors and foundations and providing financial management oversight;
- Maintaining and building a strong partnership with the BAI and other allies and collaborators, including NGOs, diaspora groups and the media to strengthen IJDH's impact and achieve organizational goals.

### Qualifications:

- Deep commitment to and substantial knowledge of Haiti;
- Significant social justice or human rights experience;
- Demonstrated organizational management and supervisory capacity, including commitment to staff mentorship and nurturing inclusive, diverse teams;

- A strong track record of raising organizational resources;
- Passion for advocating for the human rights of the majority of Haitians who are marginalized, and for challenging structural injustice, imperialism and racism;
- Ability to inspire and mobilize donors, supporters, allies and advocacy targets;
- Ability to speak and write compellingly in English, and to communicate effectively in Haitian Kreyol and/or French with a commitment to learn Kreyol;
- Demonstrated cross cultural-competence and experience working with Global South organizations and communities;
- Availability to travel regularly in the U.S., to Haiti and internationally.

**Additional information:**

This is a full-time salaried position with health care benefits, four weeks annual paid vacation and paid sick days. The Executive Director will ideally be based in Boston or New York. IJDH is an equal opportunity employer and particularly encourages applications from people of color, women and others historically excluded from leadership roles.

**How to Apply:**

Please submit a resume, cover letter and three references to [hiring@ijdh.org](mailto:hiring@ijdh.org) by March 1, 2019. Please include 'Executive Director' in the subject line. References will only be contacted for short-listed candidates.