



Position Title: Advocacy Manager

Status: Full time – 40 hours per week (exempt)

Start Date: Immediate

Location: Remote with strategic travel, preference for candidates who live in commuting distance to Washington, DC, New York, NY, or Boston, MA

Reports to: Legal and Advocacy Director

About IJDH

The Institute for Justice and Democracy in Haiti (IJDH) works with its Haiti-based sister organization, the *Bureau des Avocats Internationaux* (BAI), to help Haitians enforce their human rights. IJDH also focuses on bringing Haitians' fight for justice abroad, where too many decisions about Haitian rights are made without Haitian input and without accountability.

Our advocacy integrates legal strategies with community mobilization, coalition-building, and creative public engagement to create systemic pathways to justice for marginalized communities, shift policy outcomes, and transform narratives. We work alongside Haitian grassroots leaders, women's rights organizations, and diaspora communities to push institutions of power to meet the demands of justice and dismantle racist, sexist, and imperialist systems of oppression. Along the way, we have won precedent-setting victories in Haitian and international courts, the U.S. Congress, and the court of public opinion.

Our approach is principled, justice-driven, and deeply grounded in solidarity principles. This means that we center Haitian leadership and lived experiences, accompany the priorities and perspectives of our local partners, and work alongside those partners to transform systems that have long denied Haitians their rights. The Advocacy Manager position is an opportunity to contribute meaningfully to that work.

Position Summary

The Advocacy Manager will support and expand IJDH's advocacy efforts at a critical moment for human rights and accountability in Haiti and the world. Working in collaboration with the BAI, impacted communities, and other Haitian and global partners, the Advocacy Manager will help shape and execute advocacy campaigns promoting accountability, respect for human rights, and systemic change rooted in community demands.

This role combines strategic advocacy planning, community engagement, and public-facing campaigning with policy analysis and human rights reporting. Working as part of IJDH's Legal and Advocacy team, the Advocacy Manager will help develop advocacy initiatives that elevate Haitian voices in policy and international accountability spaces and contribute to producing supporting materials. Specific topics will include pressing forward Haiti's restitution claim, advancing the rights of women and girls, tackling impunity, and confronting imperialist foreign policies directed at Haiti.

Because IJDH is a small and scrappy solidarity organization, this is a position that offers unusual opportunities for ownership, visibility, movement-building, and personal growth – as well as impact. We are looking for someone who has experience with building successful public advocacy campaigns and building coalitions, as well as demonstrated skill in producing effective advocacy materials. Legal training is welcome, but is not required. Ultimately, we are looking for a team member who is committed to IJDH's solidarity approach and passionate about advancing human rights in Haiti. If our work speaks to you, but you suspect you may fall short of some requirement, make your case!

Responsibilities

- Lead research and drafting for IJDH's biannual [Updates on Human Rights and the Rule of Law in Haiti](#), which serve as an important resource for other advocates, policy-makers, and asylum seekers requiring clear country conditions information;
- Help design and implement – in a manner consistent with principles of accompaniment and solidarity – public-facing advocacy campaigns at the national and international levels to advance the human rights priorities of the BAI and other Haitian partners;
- Develop and disseminate advocacy-focused communications, including action alerts, statements, briefing materials, op-eds, and digital content, that translate legal and policy developments into clear, compelling calls to action;
- Conduct research and analysis to inform advocacy positions and campaign strategies;
- Track and analyze political, legal, and policy developments related to Haiti at the U.S., regional, and international levels and identify moments for strategic engagement;
- Build and maintain accountable partnerships with the BAI and other Haitian organizations, women's rights groups, global racial equality advocates, and diaspora networks;
- Organize and participate in advocacy briefings, delegations, and public events; and
- Engage with policymakers, international institutions, and decision-makers to advance rights-respecting policies.

Qualifications

The following are the qualities, experiences, and skills we seek in a candidate. Candidates who don't feel that they meet every single qualification, but who still believe they'd be the

right fit for this role, are encouraged to apply. We're eager to meet people who believe in our mission and can contribute to our team in a variety of ways – not just candidates who check all the boxes.

- Minimum of 1-3 years relevant experience after obtaining a J.D., L.L.M., or a graduate degree in human rights, policy, or a related field OR 4-6 years of professional advocacy, community organizing, or policy experience related to advancing human rights or social justice after obtaining a relevant undergraduate degree;
- Alignment with and belief in IJDH's mission, and a deep commitment to the principles of solidarity, accompanying, and movement lawyering, including through working with and taking direction from clients, impacted communities, and grassroots organizations to advance their goals;
- Excellent writing, research, and communication skills;
- Demonstrated experience working with grassroots and/or movement organizations to develop and implement policy advocacy campaigns, preferably in the field of human rights, and experience leveraging political and/or legal interventions to build the power of grassroots movements;
- Strong digital skills for purposes of policy advocacy, including social media platforms;
- A demonstrated ability to think and plan creatively and strategically, including an ability to implement complex policy advocacy efforts involving multiple issues and parties;
- Outstanding organizational and time management skills, including proven ability to efficiently manage multiple tasks and priorities under tight deadlines and in a fast-paced environment;
- Attention to detail with a high level of accuracy;
- Excellent problem-solving skills, including the ability to anticipate problems and exercise sound judgment to generate solutions, high levels of initiative, and ability to work collaboratively across teams and cultures;
- Professional fluency in English and strong proficiency in either French or Haitian Creole (at minimum oral) required, though exceptional candidates with a demonstrated ability and commitment to learning one or both languages quickly will be considered;
- Ability and willingness to travel as required; and
- Integrity, emotional intelligence, humility, and a willingness to practice self-reflection and accountability.

Preferred Qualifications

- Haitian background, deep ties to Haitian communities, and/or experience working in Haiti or with Haitian communities;
- A demonstrated ability to develop and maintain strong relationships and partnerships with coalitions of grassroots and national organizations, community

members/leaders, and public officials in a culturally-sensitive and trauma-informed manner;

- Subject-matter expertise in human rights, racial justice, reparations, women's rights, corporate accountability, and/or anti-imperialism;
- Work experience in an international environment, with culturally diverse teams, and across multiple languages and time zones;
- Experience with or demonstrated interest in creative advocacy approaches like activism; and
- Experience advocating with international organizations and/or the U.S. Congress.

Application Process

Interested applicants should [complete the form here](#) to apply. At the end of the form, please submit a cover letter, resume, short writing or advocacy sample, and most recent transcript(s) as a single pdf with each element in the order listed. Applications will be reviewed on a rolling basis until the position is filled.

Applicants must be authorized to work in the United States. IJDH cannot sponsor visas.

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IJDH is committed to creating a workplace that reflects the communities we accompany. We actively seek candidates from historically excluded and marginalized communities, including Haitians and members of the Haitian diaspora. IJDH does not discriminate on the basis of race, color, ethnicity, national origin, religion, sex, gender identity or expression, sexual orientation, age, disability, immigration status, or any other status protected by law.