The Africa Judicial Independence Fund (AJIF)

The AJIF is an initiative to support strategic interventions aimed at safeguarding and promoting judicial independence across Africa. This initiative responds to the pressing need for cohesive actions in the face of increased threats to judicial autonomy, including acts of violence and intimidation against judicial officials.

In today's global landscape, judiciaries serve as critical safeguards against the rise of authoritarianism, acting as vital pillars to counter the rapid drift towards illiberalism. While Africa has witnessed notable successes in this regard, these achievements are largely evident in nations where international support bolsters judiciaries, granting them a degree of independence.

Several African countries have instituted modern constitutions that bestow significant powers upon judiciaries, positioning them as essential moderators in matters of political power, government policies, and socio-economic priorities. Despite this, persistent allegations of collusion between judicial benches and influential figures challenge the integrity of these institutions. Nevertheless, judiciaries continue to stand as beacons of justice, adjudicating disputes ranging from political and electoral issues to unconstitutional laws, human rights violations, and security concerns.

In response to these challenges and varying degrees of progress in constitutional transformation across African judiciaries, the Africa Judicial Independence Fund (AJIF) aims to provide essential support. This fund through Afrobarometer seeks to support strategic initiatives tailored to fortify and protect judicial independence in selected countries on the continent.

Role Overview

The Program Officer plays a pivotal role in executing and coordinating projects aimed at safeguarding judicial independence in Africa. This position requires strong project management skills, an understanding of governance structures, and a commitment to promoting judicial autonomy. This position requires proficiency in French, project management and a background in law.
Main Duties and Responsibilities

A. Project Planning and Implementation

• Collaborate with stakeholders to develop detailed project plans, including timelines, objectives, and deliverables.
• Assist in the preparation of project proposals, work plans, and budgets aligned with AJIF's mission.
• Coordinate and oversee the execution of grant-funded projects, ensuring adherence to set timelines and quality standards.
• Provide technical support and guidance to grantees to ensure effective implementation. • Foster and maintain relationships with partners, stakeholders, and relevant institutions to facilitate collaboration and knowledge sharing.
• Assist in organizing workshops, seminars, and events related to AJIF's initiatives, ensuring effective participation and engagement.
• Maintain accurate and detailed records of project activities, ensuring proper documentation and filing systems.
• Contribute to the development of knowledge products, including publications, case studies, and best practice guides.
• Coordinate bilingual communication, ensuring materials and resources are accessible and inclusive.

B. Grant Monitoring and Reporting

• Monitor and evaluate project activities, collecting and analyzing impact data and progress reports. • Ensure compliance with grant agreements and regulations, overseeing the submission of accurate and timely project reports.
  • Conduct regular and timely evaluation to assess project progress and identify areas for improvement.

C. Research and Analysis

• Support and sometimes lead research on judicial independence, rule of law, and governance issues across various African countries.
• Assist with analysis of legal and policy frameworks pertaining to judicial autonomy and produce reports and briefs.
• Conduct desk research to help identify trends, challenges, and opportunities in supporting judicial independence.

D. Capacity Building and Technical Support

• Engage grantees to identify capacity gaps and seek training opportunities to help address those gaps. • Where possible, assist grantees in fundraising to support capacity development efforts. • Facilitate knowledge exchange collaboration among to build momentum and enhance the effectiveness of project implementation.

Person specification

Minimum Requirements

• Bachelor's or master's degree in law, social sciences, international development, or related fields.

• Proven experience in project management, preferably in initiatives related to governance, rule of law, or judicial independence.
• Strong understanding of judicial systems, governance structures, and legal frameworks in African contexts.
• Excellent analytical, organizational, and communication skills in French and English. • Proficiency in other official languages on the continent is an added advantage. • Ability to work collaboratively in a multicultural environment.
• Willingness to travel within Africa as required.

AB Core Competencies
• Passion for the AB mission
• Champion of equality, diversity, excellence, and inclusion
• Reputation for integrity and sound judgment
• Commitment to ethical, non-partisan best practice
• Collegiality

Salary
Afrobarometer/AJIF will offer a competitive salary based on the skills and experience of the successful candidate.

How to apply

The deadline for all applications is 12 April 2024.

PLEASE READ THE MINIMUM REQUIREMENTS CAREFULLY BEFORE APPLYING.

Please send your application to kowusu@afrobarometer.org.

Include your name and position title in the subject field of your email. Example: “[Name Surname] AJIF Program Officer.”

Documents to include:

1. An up-to-date curriculum vitae with contact details (your email, phone, postal address, and WhatsApp number).
2. If available, a sample of your own writing or of writing to which you contributed significantly.
3. A personal statement describing:
   a. Your interest in the position and in working with Afrobarometer and AJIF.
   b. Evidence of how your skills, experience, and knowledge meet the Selection Criteria (minimum requirements and desirable skills/traits). If you lack experience or evidence in any area listed, please state how you would gain the knowledge or competency needed to succeed in the role.
c. Your availability for the position (notice period in your current role if applicable) and preferred working location.

Afrobarometer is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, or disability status.

We are also proud of our commitment to protecting staff, partners, and other stakeholders from abuse, harassment and exploitation, and we thoroughly vet all final candidates through rigorous background and reference checks.