

role profile



Justice Defenders: Chief Operating Officer

Location: Flexible with a preference for the US, UK, Kenya or Uganda

Closing Date: 12 November 2021

Starting Date: As soon as possible

Type of contract: Permanent

Reference: JD-COO

www.missiontalent.com/en/

<https://www.justice-defenders.org>

ABOUT JUSTICE DEFENDERS

From Uganda to the United States, we are living amidst a global justice crisis. The lack of access to justice impacts 5.1 billion people worldwide, affecting families, communities, and society at large. Three million men, women and children are being held in overcrowded prisons without a trial. Countless voices are lost in the noise.

Founded in 2007 as the African Prisons Project, Justice Defenders is an organisation and movement from all walks of life: prisoners, prison officers, lawyers, judges, and allies. Over the past 13 years, Justice Defenders has leveraged its success to build committed relationships with influential international organisations and individuals and relies on a network of connected and generous donors. Justice Defenders is a registered UK charity and U.S. nonprofit with a global team currently based in the UK, Kenya, Uganda, Gambia, Italy, and the USA.

The organisational culture is shaped by the core values of bravery, humility, and solidarity. These influence the thinking and daily behaviour and are used routinely in decision making, priority setting, and implementation of all aspects of the organisation's work.

MAIN PURPOSE OF THE ROLE

The COO reports to the CEO and line manages the Director of Growth; Director of Fundraising & Communication; Finance Manager; Human Resource Manager, Country Directors and IT Manager. The COO supervises the development of policies and standards and ensures compliance in the areas of Finance, Human Resources and IT Systems.

The COO will lead on financial planning and organisational development, including leading organisational change and integration processes.

MAIN RESPONSIBILITIES

- Execute the operational strategy and support the development of aligned geographic and functional strategies and plans.
- Provide relevant, transparent and reliable data, analysis, and insights for strategy reviews.
- Manage the day-to-day work of the organisation.
- Facilitate and guide the Senior Management Team and support the Board with appropriate reporting and drafting of policies.
- Lead operations (Finance, HR and IT) and international directors (Growth and Fundraising & Communication).
- Initiate, design and implement sustainable organisational change, and monitor progress with a determined focus on goals.
- Lead organisational budgeting and financial management needs, ensuring legal reporting to statutory regulatory bodies.
- Form productive and supportive relationships with a variety of stakeholders to promote cooperation across teams, leading by example.
- Communicate effectively within the organisation with the board, staff, volunteers, and interns, to promote engagement and align priorities.

QUALIFICATION AND EXPERIENCE

- Proven record of achievement in the effective management and leadership of a fast-growing and dynamic international organisation.
- Demonstrates a clear understanding of the role of senior management in driving change, innovation and performance, and possesses the ability to take this on.
- Commitment to the values of Justice Defenders, including servant leadership, redemptive leadership and redemptive entrepreneurship.
- Effective transparent, accountable. and engaging management style for multicultural and cross-functional staff.
- Financial management experience including budgeting of a mid-sized or large organisation
- Relevant degree or equivalent professional qualifications.
- Demonstrates resilience when things don't go to plan and the ability to overcome setbacks, and ability to show inspirational leadership.
- Experience in delivering legal education or legal practice is desirable, but not essential.

HOW TO APPLY

Piqued your interest?

To apply for this role, please prepare your CV (in English) and a motivation letter (one page) that summarises how your profile aligns with the key requirements, skills and abilities of this role.

Both files should be submitted as Word documents via this form www.mis.tl/CV

After submitting your application, you will receive an automated confirmation. If you do not receive this or have general questions about submitting your application, please write to enquiry@missiontalent.com.

We especially encourage applications from those who have been in prison, were the recipient of free school meals, or are from the first generation of their family to attend university and from those who consider themselves to be part of minority groups.