



**Call for Applications**  
**Sub Saharan Africa Policy Analyst**

**About Access Now**

Access Now is a growing international human rights organisation dedicated to defending and extending the digital rights of users at risk around the world, including issues of privacy, security, freedom of expression, and transparency. Our policy, advocacy, technology, and operations teams have staff presences in Europe, Latin America, the Middle East/North Africa (MENA), North America, and South/Southeast Asia, to provide global support to our mission.

**About the Position**

The Sub Saharan Africa Policy Analyst will be an Access Now team member based in Sub Saharan Africa and will lead the organisation's public policy and advocacy work in the region.

This position represents an opportunity for the right candidate to bring their skills, enthusiasm and commitment to the fight for human rights impact across the region at a pivotal moment. We are looking for a passionate, well motivated individual comfortable with managing projects and relationships across borders and time zones. The Sub Saharan Africa Policy Analyst will work side by side with Access Now's global team of policy, advocacy, and technology professionals in advancing digital rights for users at risk. Given the wide range of issues, countries, and policy institutions in the region, the ability to prioritise and strategically manage oneself and guide the engagement of the organisation would be crucial.

**Position Responsibilities**

Opportunities and focus areas include, but are not limited to:

- Develop policy recommendations and strategies that are appropriate for the legal, political and cultural context of the Sub Saharan Africa region and the digital rights issues faced by users at risk there;
- Research and craft legal, policy, and legislative analysis, written briefs, and comments;
- Support and collaborate with a diverse group of organisations and individuals in the Sub Saharan African region to advance regional community objectives on digital rights;
- Advise on and execute strategic engagement with organs of the African Union, other regional institutions, and key regulators dealing with issues connecting to our policy priorities;
- Attend and contribute to our team meetings and update the policy team on developments and insights on digital rights issues relating to the Sub Saharan African region;
- Coordinate with the Advocacy team on innovative and effective regional advocacy approaches to advance digital rights in Sub Saharan Africa, including helping to design and execute relevant local language online and offline campaigns;
- Identify opportunities for, develop, and manage relationships with partners, policymakers, and stakeholders, and build coalitions and alliances;
- Coordinate and represent Access Now in civil society and multi-stakeholder coalitions;
- Assist in the development and maintenance of organisational partnerships, and aid in efforts to expand relationships for the organisation on digital rights and allied areas in Sub Saharan Africa



- Assist in the development of the program for, and organisation of, Access Now's RightsCon conference series;
- Identify funding opportunities, and with the support of the fundraising team advance the development, submission, and follow up to funding proposals and discussions;
- Advise our Policy Director, Executive Director, and Senior Management Team on Sub Saharan African issues and strategy;
- Understand the broad scope of countries in the region and actively manage resources and prioritize countries to ensure impact and sustainability of projects.
- Report to the Policy Director and work closely with our Advocacy and Technology Teams to achieve Access Now's mission;
- All other duties and tasks assigned to you by Policy Director or Executive Director.

### **Desired Qualifications**

- Degree in law, computer science, political science, public policy, international relations, or a similar field;
- Solid understanding and interest in human rights, public policy, technology, and public organising in the Sub Saharan African region with a deeper knowledge in at least one of these areas;
- Able to bridge the gap between policy and technology (technical background a plus);
- Preference for previous work in the areas of internet freedom, internet governance, business and human rights, legal education, political communication, internet engineering, and/or new technologies, with increasing levels of responsibility;
- Comfort with remote team and manager relationships, with corresponding ability to ensure self driven organisation, prioritisation, and proactive communication of work;
- Experience engaging and supporting diverse communities including women, LGBTQI or queer communities;
- Excellent communication and management skills, and proven ability to manage teams and projects in the public policy, political, or public affairs spheres;
- Global perspective and ability to participate in a team with people from around the world;
- Experience working in a grassroots organisation with member activists is a plus;
- Ability to organise and facilitate events, workshops, and small meetings;
- Fluency in English is required, and knowledge of French and local languages in the region is a strong plus.

### **Location**

This is a full time position and we're looking for candidates who are based in the region.

### **Salary and Benefits**

Competitive salary commensurate with experience.

We offer benefits to help our employees embrace new challenges and allow them to advance their career, this includes technical training, language training, travel, and access to our global network of knowledge and expertise!



**To Apply:**

To apply, send an email to [jobs@accessnow.org](mailto:jobs@accessnow.org) with the following documents attached:

- Resume/CV;
- Cover letter outlining your suitability and vision for the role, and salary expectations
- The names and contact details of two references (only one may be academic)

Women and LGBTQI individuals encouraged to apply

When emailing your application, please include “SSA Policy Analyst – [Your Name]” in the subject line. We request that all application materials are in English.

Published: January 2017

\*\*\*\*\*

*Access Now is an international human rights organization committed to diversity and is an equal opportunity employer. We value and encourage diversity and consider applicants for all positions without regard to race, color, religion, creed, gender, sex, national origin, age, disability, marital or veteran status, sexual orientation, gender identity or expression, or any other legally protected status.*

*This commitment applies with regard to all aspects of one’s employment, including hiring, transfer, promotion, compensation, eligibility for benefits, and termination.*

*For further information, please contact Ben Whelan, Global Risk and Operations Manager, at [ben@accessnow.org](mailto:ben@accessnow.org); PGP Key: 0x1F2EC60E, or, alternatively, reply to the original sender.*