



AVOCATS SANS FRONTIERES
IS LOOKING FOR A NEW (M/F/X)

Country Director – Central African Republic (CAR)

- Place: **Bangui, Central African Republic**
- Contract type: **one year fixed-term contract (renewable)**
- Application deadline: **10th December 2024**
- Start: **1st February 2025 -15th February 2025**

Our Organisation

Avocats Sans Frontières (ASF) is an international non-governmental organisation established in Belgium in 1992. ASF supports access to justice, the protection of human rights, and the fight against injustice in countries where these rights are under threat. ASF operates in approximately 10 countries across Europe and Africa, employing around 130 people in 10 offices (Belgium, Italy, Tunisia, Morocco, the Democratic Republic of Congo, Niger, the Central African Republic, Uganda, and Kenya). General coordination is managed from the Brussels office.

Context and Mission

ASF has been active in the Central African Republic (CAR) since 2015, promoting a holistic approach to access to Justice. ASF's mission is to contribute to strengthening the rule of law and achieving sustainable development goals, notably through support for the revitalization of the justice system.

The project aims, among other things, to **fight against abusive use of pre-trial detention** and to ensure access to justice in prisons by:

- **Deploying holistic legal aid** for vulnerable individuals, not only in Bangui but also in Bouar and Bambari.
- **Promoting and supporting community-based conflict resolution practices** that respect the principles of the rule of law and international standards, particularly for women and children.

Position and Responsibilities

ASF's activities in CAR are expanding rapidly and the year 2025 promises the start of promising new interventions for the deployment of access to justice in CAR. The Country Director will help to ensure that these new activities get off to a convincing start, while guaranteeing the follow-up and sustainability of current projects.

In addition to these short-term prospects, as Country Director, you will determine ASF's **operational strategy in CAR** in conjunction with the Sahel & Central Africa Regional Director. You will be responsible for developing new programmes and seeking sources of funding for your country in order to improve ASF's impact with final beneficiaries in the country. You play an important **representation** role and ensure the visibility of ASF and its actions, by maintaining good relations with donors, institutions, IOs, national NGOs and the authorities, and by supervising the necessary communication actions.





You will work under the supervision of the Regional Director for Central Africa and the Sahel. You will also work closely with the Regional Office, to which you will report on major issues for co-decision or information, and with the ASF Office in Brussels (Finance, Strategy, HR, Communication and Knowledge divisions).

Description of Duties

- § **Strategy:** in collaboration with the Regional Director for Central Africa & Sahel, you will implement if necessary, revise the country strategy in line with ASF's strategic framework and, on the basis of actions implemented in your country of intervention, you will contribute to the revision/improvement of ASF's institutional strategic framework.
- § **Programme development:** you will conduct an analysis of the context, stakeholders and players; you will identify priorities and needs as well as funding opportunities; you will negotiate future programmes with partners and donors; you will supervise the drafting of project proposals; you will ensure the current and future financial coverage of your assignment.
- § **Team management/HR:** you will lead and supervise the mission team; you will ensure that positions are managed on a forward-looking basis.
- § **Programme management:** you will ensure that ASF's projects are properly implemented, in particular that the timetable, budget and objectives are adhered to, and that relations are developed with the project's partners.
- § **Administrative, financial and logistical management:** you will ensure the administrative, financial and logistical management of the mission in compliance with ASF and donor procedures and national regulations.
- § **Risk and security management:** you will identify, monitor and deal with country risks; you will ensure that security measures exist, are updated, known to all and applied by all; you will ensure that incidents are reported and analysed.

Profil Required

- Master's degree in a relevant field (Law, Development, Political Science, etc.)
- At least 5 years' professional experience, including financial and team management
- Good knowledge of access to justice or human rights issues
- International experience required; previous experience in CAR would be an asset
- Experience in programme development and management
- Experience in the justice sector
- Excellent interpersonal skills; outstanding team player
- Fluency in French; knowledge of English is desirable

As an INGO that values autonomy and collaboration and gives its staff the means to learn and innovate, ASF will value the following skills in its candidate:

- Drawing up and adjusting a country strategy
- Monitoring of the sector and development of a network of professional contacts
- Excellent oral and written skills
- Appropriate skills and reflexes in risk analysis and management





As well as the following **interpersonal skills**:

- Sharing ASF's values (integrity, universal values of human rights),
- Assertive and benevolent leadership
- Team spirit ; ability to lead teams around a common project
- Open-mindedness and capacity for innovation
- Stress management and ability to work under pressure

Offer

Depending on profile and experience

To apply

Please send your CV, covering letter and availability to job@asf.be, quoting '**CAR – Country Director**', in the subject line, before 10th December 2024.

Due to limited human resources, only shortlisted candidates will be contacted by ASF.
Thank you for your understanding.

