

REPRIEVE

Job Description and Person Specification

Job Title:	Head of Unlawful Detentions Team
Reports to:	Deputy Director
Salary:	£59,226 full-time, plus up to 5% employee matched pension contribution
Date call released:	24 June 2024
Deadline for applications:	24 July 2024
Start date:	ASAP
Duration:	This is a full-time, permanent contract.

About Reprieve

Reprieve is a UK charity founded in 1999. Reprieve uses strategic interventions to end the use of the death penalty globally, and to end extreme human rights abuses carried out in the name of “counterterrorism” or “national security”.

Reprieve works with the most disenfranchised people in society, as it is in their cases that human rights are most swiftly jettisoned and the rule of law is cast aside. Thus, Reprieve promotes and protects the rights of those facing the death penalty and those who are the victims of extreme human rights abuses carried out in the name of “counterterrorism” or “national security”, with a focus on arbitrary detention, torture, and extrajudicial executions.

Reprieve’s main office is in London, UK. Reprieve also supports full-time fellows in multiple other countries, who work as lawyers, investigators and campaigners. We work closely with partner organisations in jurisdictions all over the world, who provide access to clients, expertise, knowledge and guidance on specific issues or regions.

Reprieve works in close partnership with its independent sibling organisation Reprieve US.

About the Role

The Head of Unlawful Detentions is responsible for overseeing Reprieve’s work on unlawful detentions, which comprises detention cases in North East Syria (NES), advocacy work with families of detainees in NES, support to those repatriated from NES, and our Guantánamo and Life after Guantánamo Projects.

Background on Unlawful Detentions Work

Reprieve was one of the very first organisations allowed inside Guantánamo. Since then, we have secured freedom for more than 80 men illegally detained without charge or trial, and we continue to support some of these men through our Life After Guantánamo project.

REPRIEVE

Reprieve also advocates for the release and repatriation of foreign nationals detained in camps and prisons in NES. We aim to ensure that detained individuals are treated in line with international law, and not subjected to the death penalty, extrajudicial execution, arbitrary detention, torture, or rendition. We also advocate for and support clients and their children after their release from arbitrary detention.

Through our work we aim to challenge and change flawed 'War on Terror' narratives and legal and political frameworks – including in the UK, Europe and the US – that engender state-sanctioned discrimination and abuse, undermine the rule of law and human rights, and create two-tiered layers of citizenship rights for ethnic minorities in Western countries.

About You

You will be responsible for developing and implementing strategies using a dynamic approach in which each of Reprieve's methodologies—casework, investigation, litigation, political and public engagement, support for and (where possible and appropriate) advocacy with affected communities—connect with one another to achieve positive outcomes in individual client's cases and address structural rights violations.

You will be enthusiastic about working for an organisation with Reprieve's mission and vision. You will have a minimum of five years' experience line managing busy and diverse teams. You have significant legal and casework experience and experience managing a complex portfolio of cases. You will also have substantial advocacy experience, an understanding of campaigning, strong writing skills, and excellent attention to detail.

You are a person with a high level of cultural competency, with direct lived or working experience with communities impacted by the so-called 'War on Terror' and/or relevant conflicts. You will be able to demonstrate an understanding of how racism and institutional discrimination affect our clients. You will ideally have experience working closely with clients, empowering them to play an active role in designing the advocacy and strategy adopted to address issues in their cases. You will have sensitivity to the risks faced by those with whom we work and a demonstrated commitment to acting in the best interest of clients. You will have professional maturity, flexibility, and a willingness to put clients and Reprieve's mission above all else.

In addition to being conversant in relevant legal systems, you are abreast of the domestic, regional, and geopolitical developments that impact on detention issues in the areas in which we work. You will also have a good understanding of the political and legal context of human rights violations carried out in the name of 'counter-terrorism', particularly in the UK, Europe, and the US, and of gender and trafficking issues. You will have the ability to develop targeted strategies to influence the policies and public conversations in these jurisdictions.

Responsibilities

Project Management and Strategy

REPRIEVE

Oversee and drive forward Reprieve's work on unlawful detentions, including by:

- Developing the strategy and operational plan for the unlawful detentions work, including setting clear goals, targets, and systems for evaluation in close collaboration with the wider team;
- Monitoring and evaluating project effectiveness and shift the team's activities and operational plan as necessary to ensure that the work remains impactful;
- Maintaining project budgets and contributing to reporting to funders;
- Taking responsibility for all aspects of the team's casework and ensure the best interests of our clients is the primary guide for our work;
- Planning domestic and foreign travel in service of Reprieve's casework, in consultation with the Operations Team and Head of Finance;
- Ensuring all actions undertaken by the team are in compliance with Reprieve's legal obligations, working with the Deputy Director (Legal and Governance).

Team management

Manage a busy, happy team to work collaboratively, productively, and ethically to meet our strategic goals, including by:

- Line managing the team's project manager, and oversee management of caseworkers, fellows, and consultants;
- Ensuring the team's work products are of a quality and standard which do justice to our clients;
- Ensuring that team members are effectively supported and trained to work professionally and sensitively with clients and family members who have been made vulnerable and on very difficult cases and a demanding caseload;
- Coordinating closely and collaborating with other Reprieve teams in the advancement of the team's goals (including the UK litigation, media, campaigns, policy, development and outreach, finance, operations and senior management teams).

Investigations

Guide the team to investigate client cases, relevant contextual background, and priority thematic issues to create an evidentiary base for litigation and advocacy, including by:

- Planning and conducting interviews with clients, family members, experts, and other key stakeholders, including through investigative missions to relevant places of detention and resettlement;
- Overseeing desk research, DSARs, FOIRs, and PQs;
- Building the evidentiary base for relevant thematic areas, including human trafficking and children's rights, among others;
- Investigating potential British and third-state complicity in the abuse of British and other foreign nationals in NES and the wider system of detention, and monitor the transfer of foreign nationals from NES to Iraq or other jurisdictions for capital prosecutions.

REPRIEVE

Political engagement

Identify and implement political engagement strategies to advance policies which ensure detainees are treated in line with international law, including by:

- Coordinating with Reprieve’s policy team to engage directly with politicians and decision-makers in the UK, US and other relevant jurisdictions to advocate for needed policy change, including repatriation-related asks;
- Coordinating with relevant teams to engage the UN and intergovernmental organizations on policy goals;
- Drafting and reviewing persuasive briefings in support of political engagement.

Litigation

Monitor and contribute to litigation in the UK and internationally seeking to uphold the rights of individuals detained in the context of counter-terrorism, including through:

- Coordinating with legal teams to scope and pursue potential legal claims for individuals detained in NES in UK courts and international fora as well as litigation in domestic and regional courts seeking accountability for refolement or other human rights abuses post-resettlement from Guantánamo;
- Drafting and reviewing submissions for domestic and foreign courts, and international and UN legal mechanisms.

Media and public engagement

Identify and implement strategies to challenge the media narrative regarding detention cases in the context of counter-terrorism, including by:

- Coordinating with Reprieve’s media team to identify and use hooks (dates, legal case developments, government statements, FOIs etc.) to engage the media at strategic points with the aim of changing narrative around individuals detained and returnees—including undertaking media appearances when appropriate;
- Scoping potential advocacy opportunities, including through reports, briefings, documentaries, fictionalization, and other creative projects;
- Building and cultivating networks of experts to speak to specific issues relating to individuals detained, for example, child rights experts, psychologists, criminal lawyers with experience in terrorism cases.

Support for affected communities

Assist affected communities and individuals so that they are better able to advocate for their own rights and those of the affected community, including by:

- Overseeing the team’s work building and maintaining relationships with individuals held in arbitrary detention and their family members;
- Overseeing regular family group meetings for relatives of individuals detained in NES;

REPRIEVE

- Seeking to support clients with welfare and other concerns, highlighting key issues with government, in media, or with other decision makers as appropriate or where necessary;
- Supporting the reintegration and resettlement of detainees once released from detention, in the UK and abroad;
- Oversee the provision of needs-led support to clients and advocate to ensure they receive appropriate support from external agencies and authorities and their rights are upheld.

Other

- Undertake other tasks and projects related to the role as needed;
- Develop and take on new areas of work led by the best interests of our clients and organisational strategy;
- Contribute to fundraising activities or other development needs;
- Be an ambassador for Reprieve by representing Reprieve at functions. This may include speaking engagements.

Key Contacts

Reporting to a Deputy Director in the Casework Team, the Head of Unlawful Detentions will line manage the project manager, and oversee the management of caseworkers, fellows, and trainees, both in London and abroad. The Head of Unlawful Detentions will work closely with the Heads and Project Leads of: UK Litigation, Media, Campaigns, Policy, Development and Outreach, Finance, and Operations; staff, Fellows and others engaged by Reprieve; partner organisations and third-party service providers.

Length and Salary

The role is a full-time, permanent position with a salary of £59,226 per annum less any required deductions for tax and national insurance. Reprieve works across a number of jurisdictions; as such this is a role that may require work outside of core hours from time to time.

Reprieve operates a hybrid working model and we require staff to work a minimum of 40% from the London office and the rest of the week from home.

Reprieve is proud that the highest-paid member of staff is paid no more than double the lowest-paid member of staff. Our pay is transparent and non-negotiable. We are a flexible employer and offer a range of non-financial benefits to employees. We welcome applications from a range of backgrounds. You can learn more about Reprieve's salary structure and ethos here: <https://reprieve.org/uk/our-governance/our-pay-structure/>

Applicants must have the current right to work in the UK, which will be checked prior to interview. Reprieve is an equal opportunity employer and we particularly welcome applicants from Black and minority ethnic communities, members of the LGBTQI community, and those with disabilities. Reprieve is committed to fighting racism and advancing racial justice, both in



our work and within Reprieve. For more information please see our Equality, Diversity and Inclusion Statement here: <https://reprieve.org/uk/equality-diversity-inclusion/>

To Apply

Please complete the application form on our website and send as a word document to applications@reprieve.org.uk by 23:59 on 24 July 2024 Please ensure the subject line "Head of Unlawful Detentions Team - your name" is used and that all fields on the form are completed.

Applicants should note that CV, cover letters and other documents should not be submitted for this role and will not be considered. Applicants must have the current right to work in the UK.



Person Specification

CRITERIA	Essential	Highly Desirable
A genuine interest in human rights and a commitment to Reprieve’s goals	X	
Current right to live and work in the UK	X	
Minimum of 5 years’ experience of line managing teams and significant project management experience	X	
A UK legal qualification, qualification in another jurisdiction, or other substantial relevant legal experience	X	
Considerable advocacy experience with a range of stakeholders	X	
Excellent written and communication skills and meticulous attention to detail	X	
Strong investigation skills, including in other country contexts, including experience using different investigative tools to build a case for litigation or advocacy	X	
Lived or significant working experience with communities impacted by the ‘war on terror’ or other relevant conflicts	X	
Experience directly assisting and interviewing survivors of serious human rights violations, for instance torture	X	
A good understanding of the domestic and international political and legal dynamics underpinning unlawful detention in the national security context	X	
Grant management and financial reporting experience		X
Experience of working on gender issues, including in the context of trafficking or the so-called ‘war on terror’		X
Experience operating and conducting investigations or casework in high-risk environments		X
Arabic, Urdu or Kurdish language skills		X