

Job Opportunity: Advocacy Director

About this role

The Advocacy Director holds primary responsibility for delivering ECC's advocacy strategy internationally and within the UK. This strategy aims to ensure states' legal obligations on casualty recording are recognised and upheld globally, and that casualty data is used effectively to shape policy responses to conflict.

ECC's advocacy work is focused primarily within the human rights and humanitarian multilateral fora in Geneva, but also incorporates work with New York-based UN targets within the security field. In parallel, as a UK-based organisation, we seek to influence domestic decision-makers including those within the FCDO, MoD, and parliament.

The Advocacy Director will be ECC's most senior external face after the Executive Director. As a key figure within a small organisation, the Advocacy Director will lead advocacy activity directly, building and stewarding relationships with state delegations, UK parliamentarians, UN officials, and civil society partners. The role requires exceptional political judgment, fluency across both multilateral and Westminster environments, and the credibility to represent ECC at the most senior national and international levels.

Note: This role is being advertised at the same time as the Executive Director role, as both functions were previously filled by the same person. Candidates can apply for the Advocacy Director role alone, or apply for both roles to combine as a full-time position. Please see full details in the Executive Director job description and advert.

Starting salary:	IRO £48,710 FTE, subject to experience (£19,484 – 29,226 pro rata at 0.4 – 0.6 FTE). A London weighting will be applied where applicable.
Working hours:	Equivalent to 0.4 – 0.6 FTE subject to agreement, hours spread across the week to be agreed in advance.
Role purpose:	The Advocacy Director leads ECC's advocacy, policy influencing and external affairs. They develop and deliver strategies to persuade states, intergovernmental organisations and other actors to recognise the importance of casualty recording and facilitate the work of casualty recorders. This is an outward-facing, high-profile role for an experienced advocacy professional able to navigate complex political environments,

build influential relationships, and translate research and evidence into credible, compelling policy positions.

- Location:** Fully remote, WFH. Must be UK-based and have the right to work in the UK. Unfortunately we cannot sponsor a visa.
- Contract:** Permanent, subject to confirmation of funding and satisfactory performance. Three-month probationary period.
- Travel:** Occasional UK and international travel required.
- Pension:** In accordance with Part 1 of the Pensions Act 2008. All eligible employees are added to the auto-enrolment stakeholder pension scheme as appropriate. ECW will match your pension contributions up to 8%. Employees have the option to opt out of the scheme.
- Reports to:** Executive Director.
- Key relationships:** The Executive Director, Network Director and Senior Operations Manager.
- United Nations institutions (including in Geneva and New York), governments, missions and intergovernmental bodies.
- Parliamentarians, officials and special advisers, as relevant.
- Coalitions, peer organisations, think tanks, academic and technical experts, and the media.
- Members of the Casualty Recorders Network and partner organisations worldwide.
- Donors including trusts, foundations and states.

Note: What this role does not include

This role does not hold overall organisational accountability for ECC's strategy, staff, finances, fundraising, governance, or risk. These responsibilities sit with the Executive Director. The Advocacy Director leads advocacy delivery and external influencing within the strategic framework agreed with the Executive Director and Board.

About us

Every Casualty Counts is a registered charity and the only organisation in the world focused exclusively on ensuring that every casualty of armed violence, conflict and gross human rights violations, is recorded, recognised and acknowledged.

We were first established in 2007 as a programme of the Oxford Research Group, before becoming an independent organisation in 2014. We set the original international standards for the field of casualty recording through our Standards for Casualty Recording, first published in 2016.

Based in the UK and working with partners worldwide, we convene a global network of casualty recording organisations. Through the Casualty Recorders Network we provide training, expertise, resources, technical guidance and solidarity to practitioners. We also conduct national and international advocacy to increase states' recognition and implementation of their legal obligations to record casualties of armed conflict. We work routinely with UN institutions in Geneva and New York, and hold Special Consultative Status with the UN Economic and Social Council (ECOSOC). We are not affiliated to any political organisation or movement.

Every Casualty Counts is a trading name of Every Casualty Worldwide, a charity registered with the Charity Commission of England and Wales (No. 1166974) and a company limited by guarantee (No. 09082055), qualified for IRC 501(c)(3) equivalency status in the USA.

Key responsibilities

1. Advocacy strategy and policy

- Lead and deliver ECC's multi-year advocacy strategy, taking primary responsibility for implementation across all policy goals.
- Develop clear, credible, evidence-based policy positions, turning research and field experience into accessible advocacy outputs, briefings and submissions.
- Provide ongoing analysis of the geopolitical and policy landscape, nationally and internationally, including shifts in UK Government priorities, UN processes, and the positions of key states. Ensure ECC's advocacy approach remains timely and targeted.
- Provide leadership and strategic analysis on the political and policy landscape, identifying opportunities and risks.
- Develop quarterly work plans with clear priorities, deliverables and KPIs. Track and report on these to the Executive Director.

2. Influencing and external representation - UK government and parliament

The Advocacy Director will build ECC's domestic profile and secure UK Government and parliamentary support for casualty recording as a foundation for its foreign policy. The Advocacy Director will:

- Develop and deliver a cross-party parliamentary engagement strategy, building a network of champions across both Houses — including within the Foreign Affairs, International Development, Defence, and Human Rights Joint Committees, and relevant APPGs.
- Produce and deliver high-quality parliamentary briefings, oral briefings, and tailored asks — including parliamentary questions, debate contributions, committee submissions, and letters to Ministers.
- Build the FCDO's understanding of casualty recording across relevant teams, making the case for casualty recording as integral to FCDO priorities.
- Engage the MOD Human Security Team to embed casualty recording within civilian harm mitigation and human security frameworks.
- Develop relationships with UK embassies in CRN member countries, positioning CRN data as a practical resource for embassy teams and creating feedback loops to Whitehall.
- Build a cross-sector coalition of parliamentarians, civil servants, civil society, military, media, and academics to raise visibility of casualty recording and maintain pressure on the UK Government to uphold its legal obligations.
- Leverage key calendar moments for targeted parliamentary and media engagement.

3. Influencing and external representation - International:

ECC's primary international advocacy arenas are the UN Human Rights Council and related processes in Geneva, and the UN General Assembly and Security Council in New York. The Advocacy Director will:

- Build and steward relationships with state delegations, UN officials, INGO partners and senior multilateral partners in Geneva and New York to expand ECC's diplomatic coalition and coordinate advocacy and action by state allies.
- Leverage ECC's ECOSOC Special Consultative status to participate directly in relevant UN fora, lobbying to ensure casualty recording is explicitly referenced across relevant UN mandates, processes, and country resolutions.

- Track relevant developments across UN bodies, to coordinate follow-up advocacy by state champions.
- Identify and respond rapidly to emerging opportunities to keep casualty recording at the forefront of policy debates.
- Support CRN members' participation in UN processes, including facilitation of written and oral submissions to the Human Rights Council, Security Council, and related bodies.
- Coordinate joint statements and collective actions by CRN members in support of shared advocacy objectives.

4. Coalitions, communications and collaboration

- Develop ECC's expert reputation across military, legal, academic, cultural, and civil society fields, to build support for and visibility of casualty recording.
- Develop strategic partnerships with organisations nationally and internationally.
- Develop targeted materials for advocacy audiences, including briefings, op-eds, and event packages.
- Expand ECC's reach and profile by building coalitions and identifying new champions for casualty recording.
- Work closely with the Executive Director and colleagues to ensure advocacy, programmes and public communications are mutually reinforcing with ECC's support to Network members.
- Lead ECC's programme of strategic advocacy events — including parliamentary events, Geneva side events, roundtables, and cross-sector convenings — to build political will and deepen understanding of casualty recording.
- Build relationships with journalists and leverage CRN evidence for public impact.
- Support fundraising efforts including through bid development and relationship management with funders.

Person specification

The Essential criteria below are grouped by experience, skills, and personal qualities. Desirable criteria follow, but candidates are not expected to meet every desirable criterion.

Essential

Experience and knowledge

- Significant experience (12+ years) in advocacy, public affairs, diplomacy, or policy roles, with a demonstrable track record of delivering policy change in multilateral and/or UK governmental environments.
- Direct experience working with UN bodies and fora, in Geneva and New York.
- Experience of UK Government and parliamentary advocacy, including building relationships with MPs, peers, ministers, committee staff, and civil servants, and producing parliament-facing outputs.
- Proven ability to build and manage complex, multi-stakeholder relationships across state delegations, UN officials, civil society, and UK government departments.
- Experience developing and delivering advocacy strategies with clear goals, targets, and impact frameworks.
- Experience working on international humanitarian law, human rights, civilian protection, conflict, or closely related policy areas.

Skills and competencies

- Deep knowledge of UN institutional processes — particularly the Human Rights Council, Security Council, and General Assembly — and of multilateral negotiation, with the ability to identify and exploit advocacy opportunities within them.
- Strong understanding of the UK political system: parliamentary processes, FCDO and MOD structures, and the levers available to drive domestic policy change.
- Deep knowledge of relevant policy areas at national and international level.
- Outstanding written and verbal communication skills: able to produce compelling briefings, submissions, op-eds, and speeches tailored to diverse political audiences and leading to actionable outputs.
- Strong analytical skills: able to synthesise complex political, legal, and data-heavy material into clear, persuasive narratives for policymakers.
- Excellent political judgement, with the ability to operate with sensitivity and credibility across party lines, with multilateral actors, and in complex geopolitical environments.

Personal qualities

- Collaborative, culturally sensitive, and able to work effectively with diverse partners around the world.

- Well-connected within relevant sectors in human rights, humanitarian, or security fields.
- A self-starter, comfortable working independently and delivering high-quality output with limited oversight, in a small organisation and a fully remote environment.
- Adaptable and comfortable managing multiple, competing priorities simultaneously.

Desirable criteria

- Knowledge of the casualty recording field and conflict documentation, and of related areas such as transitional justice, missing persons, atrocity prevention, protection of civilians, and international humanitarian and human rights law.
- Experience of working internationally, including conflict-affected contexts.
- Experience working with civil society networks, coalitions, or membership organisations, including supporting grassroots actors to engage with international processes.
- Established relationships across Parliament, Whitehall, the UN system, and humanitarian policy forums, and an existing network among relevant funders, states, or civil society organisations.
- Knowledge of emerging issues relevant to modern warfare, including digital surveillance, autonomous systems, or technology-driven conflict documentation.
- Proficiency in French, Spanish, or Arabic.
- A track record of successful fundraising from states and/or international bodies.

How to apply

To apply, please send a CV and a covering letter (no more than two pages) setting out clearly how you meet the person specification to director@everycasualty.org. Please indicate in the subject line that you are applying for the Advocacy Director role. If you are also interested in the Executive Director role, please state this clearly and address the person specifications for both roles in your application.

Closing date: Midnight, 19 July 2026

We recognise that preparing job applications is a time-consuming process. Interested candidates are welcome to contact us for an informal and confidential conversation about the role before applying, so we can answer any questions you may have. Please contact director@everycasualty.org.



Equality, diversity and inclusion

Every Casualty Counts is committed to equality, diversity and inclusion. We welcome applications from all suitably qualified people regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation, and we particularly encourage applications from people whose backgrounds are under-represented in the human rights, peace and security sector. We are happy to discuss reasonable adjustments at any stage of the process.