

KEY FACTS

Application closing date:	Monday 21 November 2022
Start date:	Ideally 9 January 2023 or soon after
Reports to:	Director, Tax Justice & Human Rights
Contract:	Fixed term until 31 Aug 2024 (20 months)
Hours:	37.5 hours per week (100%)
Remuneration package:	£31,673 to £38,007 full time, based on experience and skills, plus 12% employer pension contribution, or equivalent based on contractual requirements.
Location:	Home-based and globally flexible (subject to contractual ability). We currently have employment contracting arrangements within France, Germany, Israel, Spain and the UK otherwise alternative contracting arrangements will be made. Candidates must have the right to work in their country of residence.

ORGANISATION

The [Tax Justice Network](https://www.taxjustice.net) believes our tax and financial systems are powerful tools for creating a just society that gives equal weight to the needs of everyone. Launched in 2003 we are dedicated to high-level research, analysis, campaigning and advocacy in the area of international tax and financial regulation and work to inspire and equip people and governments everywhere to reprogramme their tax systems to work for everyone. We are clear that we must take a rights-based approach in all our work, and one that challenges inequalities head-on.

We are a network of researchers, activists, tax experts, communicators, lawyers, political scientists, organisers, academics, campaigners and human rights defenders who pursue systemic changes that address the global inequalities that arise from poor tax policies; ineffective implementation of national and global tax policies and weak financial regulation. Covid 19 and the climate crisis make the coming months and years a transformative time for our societies but also for how Tax Justice Network engages with partners across the world. We are committed to supporting and engaging with approaches that recognise the critical value of cooperation and collaboration.

Founded on a co-operative ethos we are a virtual organisation, with staff working from their homes across multiple countries and continents. We are supported by grants and donations from a range of donors including Norad, the European Union and the Ford Foundation

ROLE DESCRIPTION

This new post is created to deliver research and advocacy as part of our strategic work on the interstices of tax justice & human rights along with overlapping economic and social inequalities. The post will identify opportunities to promote human rights principles in tax policy and financial transparency. The post will contribute to building jurisprudence within United Nations processes and other multilateral processes and institutions to both examine and expose retrogressive tax and

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financial transparency policy measures in the context of economic and social rights and cross cutting inequalities. The postholder will work across our teams and with a range of stakeholders and across a broad network.

The post holder will contribute to the strategic development of research briefs, undertake desk-based research in preparation for the publication of reports and briefings, and contribute to high-level advocacy activities. They will play a key role in supporting collaboration, thematic synergies and crosscutting communications between strategic programmes, and when necessary, will provide logistical support for research and advocacy events. Working in close collaboration with Tax Justice Network's Network and Partnerships Manager and our International Policy and Advocacy Lead, the role is likely to include engagement in human rights & tax justice collaborations with ally organisations in both Latin America and Africa, with a strong focus on gender and racial inequalities, climate justice and, *inter alia*, the business and human rights agenda as it pertains to both illicit financial flows and domestic resource mobilisation.

The focus of this work is threefold: to serve as a continuation of work to build evidence and jurisprudence within United Nations legal framework treaty bodies; in support of the work undertaken by Independent Experts and Special Rapporteurs; and to establish the central human rights and tax justice arguments for urgent tax policy reform. A key element will be to promote a central narrative on the relationship between tax justice and human rights through supporting the development of a media network and raising popular awareness and understanding of the retrogressive nature of tax injustice and financial secrecy. They will examine how regressive tax and tax rules exacerbate an endemic failure of rights and equality. A key to this will be explaining how tax rules and rights – need to be recast for the benefit of those most marginalised within countries and between nations. –

The new post will have a focus on

- (i) coordinating work to ensure a draft convention on tax reflects human rights principles and concerns;
- (ii) supporting preparation of and analysis for submissions within UN legal processes; and
- (iii) contributing to advocacy both within the UN system and with regional, and national bodies.

KEY RESPONSIBILITIES

Research

- Contribute to the design and conceptualisation of research which explores the linkages between human rights and inequalities and related projects on data analysis, including preparation of and analysis for submissions within UN legal processes
- Collect, compare and review existing data related to tax justice and human rights
- Undertake supported desk-based research to feed into data collection, evaluation and interpretation
- Contribute to the development of (informal) research contacts and networks with universities and think tanks, feeding into the Tax Justice and Human Rights research and advocacy projects
- Participate in the strategic development of the Tax Justice & Human Rights work.

Advocacy

- Build and strengthen cooperation with research institutions and advocacy and campaign allies, both through existing networks and among 'emerging' partner organisations, who are working on human rights and inequalities, including on gender and racial inequalities, and corresponding linkages to climate justice.
- Work with the Tax Justice Network communications team to support media requests, contribute to outputs such as our blog and social media, op-eds in leading international or regional media outlets and the development of our media network including journalists, bloggers and other writers.
- Represent Tax Justice Network at seminars, conferences and other relevant events

Organisational Development

- Contribute to the development of relevant Tax Justice Network events.
 - Contribute to the production of project proposals and donor reports with support documentation
 - Attend and contribute to Tax Justice Network core team meetings, including annual retreats and other ad hoc team focused convenings
 - Engage with individual professional and team development opportunities as they arise
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PERSON SPECIFICATION

The following skills, knowledge and or experience are seen as **essential** to the role and you will be asked to demonstrate these are part of the selection process:

- **Experienced and knowledgeable** about how policy translates into human rights outcomes on the ground;
- **Research**, analytical skills and experience of literature reviews, surveys and desk research
- **Able to research, analyse, and critique** tax justice policy positions within a human rights framework
- **Strong communication skills** with accurate and succinct written and verbal skills to create supporting policy materials including op-eds, policy briefings, reports.
- **Knowledge and understanding of** key human rights principles and **commitment** to their application in the tax justice policy environment
- Ability to cultivate connections with global networks for social justice and human rights, particularly with regard to grassroots movement
- A **collaborative working style** that builds power with others and not over them
- Strong commitment to individual and organisational development and well-being
- **Delivery** / You will need to be able to cope with a varied workload, working quickly and efficiently without sacrificing the quality of the results, and planning and prioritising effectively
- **Administration** / You will need to be proficient with desktop and web-based IT software
- Willingness to undertake international travel

The following requirements are seen as desirable:

- Competency in languages other than English
- Media experience including of writing op-eds, and other media focused reports and blogs.

In terms of individual attributes, we are looking for those that have a strong sense of teamwork and collaboration, with a positive and proactive enquiring approach and who can accept the views and perspectives of others. We are looking for someone who listens, is happy to be challenged and committed to the achievement of consensus where it is possible and compromise where it is needed. You will have a commitment to equality and valuing of diversity and understanding of how both apply to the work.

HOW TO APPLY

Please upload a CV (resume) and answer a set of questions addressing some of the skills and attributes listed along with your motivation for applying at <https://airtable.com/shrr4BKPoOXilhqii> by 09:00 GMT on 21 November 2022. Please apply in English. It is planned to hold interviews virtually, by zoom, week commencing 5 December 2022.