



THE NATIONAL HUMAN RIGHTS COMMISSION
National Secretariat, Kotu (Opposite DSTV), KSMD
Telephone: 4461713 / 4461717
VACANCY ANNOUNCEMENT

Background

To enhance the promotion and protection of children's rights in the country, the NHRC with support from UNICEF seeks to create a Child Rights Monitoring Unit (CRMU). The Child Rights Officer will play a critical role in providing legal and technical expertise, supporting compliance with international obligations, strengthening institutional capacity, and ensuring that children's rights remain a national priority."

Applications are invited from suitable candidates for the position of Child Rights Officer.

Under the overall supervision of the Director of Legal and Investigation, the post holder will support the work of the Child Rights Monitoring Unit of the National Human Rights Commission by leading research and data analysis on children's rights, collaborate with other staff of the Directorate of Legal and Investigation, generate data on children's rights and support the monitoring of child rights in the country. The successful applicant will work within the **Legal and Investigation Directorate** of the NHRC and report to the **Senior Legal Officer** with overall supervision vested in the Director of Legal and Investigation.

DUTIES AND RESPONSIBILITIES

i. Legal Analysis and Advisory

- Provide legal advice on matters related to child rights protection, monitoring, and reporting;
- Review and analyse national laws, policies, and practices to ensure alignment with ratified international and regional child-focused legal instruments, child rights standards and best practices;
- Prepare legal opinions, briefs, and memoranda on child rights issues;
- Support other legal reform processes, including mainstreaming child rights in other national legislations;

ii. Monitoring and Reporting

- Support the development and monitoring of the Child Rights Monitoring frameworks and tools;
- Research, monitor and document progress in the implementation of ratified child-focused legal instruments and violations of children's rights;
- Advocacy and technical support to the government on the submission of pending reports with components on child rights and other mechanisms on the state of children's rights in The Gambia;
- Contribute to the development of annual child rights situation reports;

iii. Policy and Advocacy

- Support law reform initiatives to strengthen child rights;
- Provide technical input into policy dialogues, legislative reviews, and child protection frameworks;
- Liaise with relevant Ministries, CSOs, UN agencies, and stakeholders to advocate for stronger child rights enforcement;

iv. Capacity Building and Awareness Raising

- Conduct training, workshops, and awareness-raising sessions on child rights for government institutions, CSOs, community leaders, and other stakeholders;
- Development of training tools and training materials, as well as coordinating training initiatives, and serving as a resource for various training on child rights for diverse stakeholders;

v. Case Management and Support

- Provide legal support in cases of child rights violations, including referrals and follow-up with competent authorities;
- Collaborate with relevant institutions (judiciary, police, social services, Justice, child protection units) to enhance access to justice for children;

vi. Other Responsibilities

- Contribute to project proposals, donor reports, and work plans of the Unit;
- Represent the CRMU in meetings, conferences, and other engagements as required;
- Support the preparation of UNICEF-related interventions to this project. i.e drafting the budgets, concept notes, organising activities and events, as well as coordinating with UNICEF and key stakeholders;
- Perform any other official duties as may be assigned by the Director of Legal and Investigation commensurate with the position and operational needs of the Commission;

QUALIFICATION & EXPERIENCE

- Bachelor's degree in law (LLB) is required; master's degree in law, Human Rights, Social Sciences, Child Law, or a related field is an added asset;
- At least 3 years of relevant professional experience in child rights, social policy, human rights, child protection, or legal practice;
- Strong knowledge of national, regional, and international child rights frameworks (CRC and its Optional Protocols, ACRWC, etc.);
- Experience in legal research, drafting, and analysis;
- Computer literacy in MS Word Suite;
- Demonstrated experience working with government, NGOs, or international organisations on child rights or related fields;
- Experience working with children and adolescents is an added advantage.
- Excellent oral and written communication;
- Strong advocacy, interpersonal, organisational, presentation, representational and partnering skills;
- Ability to work independently and in a team, under pressure, and within deadlines;

ESSENTIAL SKILLS

- Team player and able to work with individuals from diverse backgrounds;
- Ability to work under pressure, manage multiple tasks and allocate time effectively to meet internal and external deadlines;
- Should be able to travel as required by the role;
- Fluency in at least two local languages will be an advantage;

IMPORTANT INFORMATION FOR APPLICANTS

Deadline for submission of Application: **Friday, 17th October 2025 at 12pm.**

Remuneration: A competitive compensation and benefits package will be offered to the successful candidate.

Applications along with relevant supporting documents including names and contact details of two referees and clearly marked: **“Application for Child Rights Officer”**, should be addressed to: **Executive Secretary, National Human Rights Commission, National Secretariat, Kotu** - Google Code: **C7WR+WFQ**. Applications can be submitted either in person at the National Secretariat or via email to: advert@gm-nhrc.org

Late or incomplete applications will not be considered. Prior to issuance of an offer letter to the successful candidate, a background and reference check will be conducted. Due to the high volume of applications expected for the positions, only short-listed candidates will be contacted. ***The National Human Rights Commission is an equal-opportunity employer.*** Female candidates are strongly encouraged to apply.

NB: Only applications either hand-delivered or sent by email would be accepted.

Please note that NHRC does not tolerate sexual exploitation and abuse, including sexual harassment, and discrimination. Therefore, successful candidates will be expected to adhere to these standards and principles.