

Law & Policy Manager

Team: Scotland Team
Reports to: Scotland Programme Director

Grade: Regional Grade 5
Weekly hours: 21 (Flexibility Considered)

Amnesty International UK (AIUK)

Our aim is simple: an end to human rights abuses. Independent, international, and influential, we campaign for justice, fairness, freedom and truth wherever they are denied. Already our network of over ten million people is making a difference in almost every country in the world. Whether we are applying pressure through powerful research or direct lobbying, mass demonstrations or online campaigning, we are all inspired by hope for a better world. One where human rights are enjoyed by all.



The Scotland Team

The Scotland Team of Amnesty International UK works with the different political, legal and social context and mechanisms in Scotland to bring about human rights progress, at home and around the world. We are a small team but cover a lot of functions including policy development, advocacy, media communications, working with partners, stakeholders, activists, decision-makers and funders. We are part of a wider Nations & Regions Team together with our colleagues in Northern Ireland.

Law & Policy Manager role overview

This role in Scotland ensures legal competence, knowledge and networks for our policy and advocacy work here. You will work with colleagues in Scotland and our UK and international headquarters to develop policy and provide strategic legal advice. This will involve developing policy and providing legal advice on various public and human rights law issues from access to justice, police powers, any changes to Westminster legislation and its impact on devolution, and with a special focus on the incorporation of international human rights law and treaties into Scots Law. You will be working with a network of legal academics to not only develop Amnesty International's policy but to work collaboratively with organisations across civil society to achieve strong, enforceable human rights legislation to change the lives of people in Scotland.

Law & Policy Manager

The Law & Policy Manager will

The big picture

- Bring legal knowledge and expertise in Scots Law to Amnesty's policy development and advocacy for legislative change at Holyrood. Working on multiple issues in Scotland but also bring a Scottish legal analysis to our UK-wide work.
- Leading on our joint project with a network of legal academics and a group of civil society organisations on the incorporation of international human rights treaties including environmental rights and the rights of women, BAME, LGBTQI+ and older people.
- Ensure Amnesty has specific Scots Law expertise in-house and this helps inform our strategic direction in Scotland.
- Contribute to developing our legal and policy programme in Scotland as we scope potential future work with academics and law students, building relationships with law firms and individual lawyers, legal training for activists and partner organisations, and possible future litigation.

The day to day

- Work with the Scotland Programme Director and Scotland Advocacy Manager who leads on Holyrood advocacy to identify priority issues that we need to respond to in Scotland.
- Work with legal academics on the research and legal analysis needs of a group of civil society organisations who are all engaged with the incorporation agenda in Scotland.
- Contribute knowledge and expertise to building our connections to legal networks, law firms, universities, students and lawyers in Scotland.
- Advise Amnesty International UK colleagues on how Westminster legislation and Bills intersect with Scottish law and devolution.
- Help Amnesty UK devise UK-wide law and policy solutions from and with a Scottish perspective.
- Represent Amnesty in our work with Scottish Government officials and public authorities to advance best practice approaches to upholding and advancing human rights, including, for example, via legislation such as the *Gender Recognition (Reform) Bill*, in line with Amnesty International global policy.

Law & Policy Manager

As an AIUK colleague

- Contribute collaboratively and positively to the organisations aims of diversity and inclusion.
- Look after the health, safety and welfare of self and all around you.
- Take on other reasonable duties suitable for your grade and abilities, and with the guidance of your manager, development duties as appropriate.

Law & Policy Manager

What we're looking for

You already have these skills and knowledge: (essential criteria)

Experience

Demonstrable experience of translating legal knowledge into policy development.

Working with multiple different stakeholders and adopting an inclusive approach to communicating legal knowledge to a variety of audiences.

Leading projects with multiple components and ability to switch between tasks with ease.

Knowledge

Qualified to degree level or above in Law with demonstrable knowledge or other qualification in Scots Law, human rights law and public law.

Good knowledge of the Scottish legal landscape and ability to develop strategic relationships with the legal profession.

Awareness of inclusive, intersectional and anti-racist principles and ways of working.

Skills

Excellent verbal and written communication skills when communicating complex information to non-expert audiences.

Excellent research skills and analytical skills, with a willingness to learn new areas of law and use the law in innovative ways.

You may also have: (desirable criteria)

Experience

Involvement in influencing the legislative process, either directly or by providing advice or information to others.

Knowledge

Awareness of the aims and work of Amnesty International

Knowledge of the litigation process in Scotland, although you don't need to have extensive litigation experience.

Skills

Providing basic training or legal education to stakeholders.

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AIUK Commitments

Communication

Listen to others and communicate in a respectful, clear, open and inclusive way. Give constructive feedback and be open to others giving feedback

Collaboration

Seek to build effective working relationships. Contribute expertise, learn from others and encourage others to do the same

Consideration

Guided by values and strategic priorities, manage time and workload with respect to the time and workload of others. Be fair and consistent in decision making and dealings with others

Change

Innovate and improve the way things are done. Make time to increase knowledge and skills and guide others to do the same

