

Volunteer Role Descriptor

Role	Human Rights Researcher
Reporting to	Phil Thomas (Trustee)
Average hours	12 hours per month (not including additional volunteer team meetings)

Volunteering at ReportOUT:

Reliable, well-organised and passionate volunteers are vital to the work of ReportOUT and to our three-year Strategic Plan (2022-2025). Our volunteers give more than their time and energy, they are a vital part of our organisation and so we invest heavily in volunteer support, training and development. We offer a professionalised volunteering experience at ReportOUT and our roles and your responsibilities given, will reflect this.

We seek highly skilled, flexible, reliable and experienced individuals to join us. Due to organisational demand we are after specific skills and abilities in our volunteering roles. Whilst all of our volunteer roles have clear roles as set out in this role descriptor, your role sometimes demands more and so we need people who are flexible and 'can do' in their approach.

To improve the diversity and knowledge base of our current Researcher team, we particularly welcome applications from:

- Middle East and North Africa (MENA)
- Central and Latin America
- Central and Eastern Europe
- South and Eastern Asia

What does this role do?

The mission of the Human Rights Researchers is to conduct and collate research on global human rights abuses against sexual and gender minorities using a range of data collection techniques, including interviews, case studies, surveys and other qualitative and quantitative methods. This research is used to inform wider social, political and educational change.

Previous and current projects have included:

- Country profiles on 'The Global Guide to Queer Rights' for which over 70 chapters have been completed
- In-depth country profiles of Uganda, Zimbabwe, Mongolia, Belize, Ethiopia and Morocco, in partnership with local NGOs. These reports document the lived experiences of sexual and gender minorities in each of these countries.
- Provide contextual material to support asylum seekers from Guinea and Namibia in local court cases.
- A study of corrective rape around the globe and the trauma it inflicts on sexual and gender minorities in countries where this is common practice.

As ReportOUT grows, we are rapidly becoming a voice of knowledge and expertise of LGBTQ+ issues around the world. Our 'OUT In Uganda' project, documenting lived experiences of LGBTQ+

citizens in one of the most homophobic countries in the world. This was featured by press including the Gay Times.

As we enter 2023, we are excited to be kicking off a new research programme to support ReportOUT's aims to support, inform and defend Human Rights across the globe. This will include new partnerships for in-depth country reviews, together with thematic investigations into the impact of climate change on LGBTQ+ communities, LGBTQ+ mental health and emotive topics including corrective rape and conversion therapy. We also welcome input and suggestions from our superb team of researchers and other volunteer teams on topics they believe we should be focused on.

Research at ReportOUT can be both individual and small team-based so applicants should be comfortable working in both contexts. We meet once a month as a team and one every 4-6 weeks with the broader ReportOUT volunteer team.

Our volunteer team is as diverse as they come with representation from around the world and a host of experience within academia, public and private sectors and NGOs. It doesn't matter what your background, nationality or identity is, you will find a home at ReportOUT. What matters most is your passion and commitment to our work - our partners place great trust in us to support them in their efforts to report, inform and defend Human Rights in some of the world's most hostile countries for LGBTQ+ citizens. **We ask for a minimum 12hrs per month over a period of at least a year.** How you manage this around your existing commitments is up to you and normally agreed in discussion with the team you're working within.

In return for your commitment, we provide a volunteering experience like no other. This includes professional training and development rarely seen in any charity, let alone one fully staffed by volunteers, opportunities to attend and contribute to events attended by big hitters in the industry and access to a range of tools to help you be the best you can be. We are extremely proud to have received over 95% satisfaction from our volunteers in our most recent survey.

It is in this context that we are excited to be open for applications for the next generation of ReportOUT Human Rights researchers. We are open to applicants from around the world and we can't wait to hear from you.

What do we expect from you?

- 12hrs commitment a month over a minimum period of 12 months, not including team meetings.
- A passion to research and report on global LGBTQ+ rights and a commitment to deepening your learning
- Willingness to work with others (our volunteers come from around the globe so typically virtually) including other volunteer teams where needed
- To be able to volunteer unsupervised, using your own initiative
- A positive 'can do' attitude and total reliability
- Ability to manage ReportOUT commitments around 'life' and commitment to meeting deadlines
- Confidence in dealing with members of the public, activists and professionals from around the world

- To use our internal and external communication systems when needed and to keep abreast of them often;
- Strong IT skills an advantage so you can operate Microsoft systems and learn other systems with ease – **you will need access to a reliable internet connection and be able to access Microsoft Teams**
- Excellent attention to detail and the ability to analyse data and information and produce compelling conclusions
- To attend monthly volunteer team meetings and take part in a volunteer supervision with your lead trustee every 3 months;
- To be a positive advocate for ReportOUT publicly (social media, university networks etc)
- To read and abide by relevant policies, equality and diversity principles, data protection laws and confidentiality guidelines

What skills, qualifications and experiences do you need for this role?

- Experience in pulling together literature reviews from data sources;
- Experience of analysing qualitative and quantitative data to reach balanced conclusions
- Experience of writing external copy (research, blogs, opinion pieces)
- Excellent levels of written and spoken English are essential;
- An ability to speak any foreign languages is desirable but not essential.

How do I apply?

- Send a copy of your CV and a short cover letter (both in English) to Phil Thomas (Trustee and Research Programme Lead – philthomas@reportout.org). The cover letter should include a brief summary of:
 - What attracts you to volunteer at ReportOUT?
 - Your previous experience of research?
 - What one LGBTQ+ topic or country would you be most interested in researching if you were successful and why?

Any questions you have, please contact Phil on the email address above. Applications close at midnight (UK) time on 31st January. Successful applicants will be invited to a short interview via Microsoft Teams and requested to complete a short written task before decisions are made.