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## **Job Description and Person Specification**

<b>Job Title:</b>	Strategic Director (Casework, Litigation, and Advocacy)
<b>Reports to:</b>	Deputy Chief Executive Officer
<b>Salary:</b>	£71,378 full-time, plus up to 5% employee
matched pension contribution	
<b>Date call released:</b>	Wednesday 18 March 2026
<b>Deadline for applications:</b>	Wednesday 15 April 2026
<b>Start date:</b>	ASAP
<b>Duration:</b>	This is a full-time, permanent position based on a minimum of 37.5 hours per week. Our core working hours are 9.30am-5.30pm Monday to Friday. Due to the global and sometimes urgent nature of Reprieve's work, flexibility outside of, or in addition to, these hours will sometimes be required.

We are conducting our annual cycle of operational planning for around a week in June 2026 and would be keen for the successful candidate to join us for this.

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### **About Reprieve**

Reprieve is a leading international human rights organisation working to end the death penalty and abuses committed under the banner of national security. Founded in 1999, our mission remains critically relevant as governments worldwide increasingly adopt authoritarian tactics, expanding executive power at the expense of civil liberties.

You can best judge a society by how it treats prisoners, criminal defendants, and the far-flung targets of an ever-changing counter-terror policy. To us, the rule of law means little if we selectively apply it to people we agree with. It is for all of us. Liberty is always eroded at the margins

Reprieve's staff is made up of courageous and committed human rights defenders. We provide vital legal and investigative support to those facing execution and victims of rendition, torture, arbitrary detention, extrajudicial killing, and citizenship stripping. Our work spans multiple jurisdictions, challenging states' most egregious human rights violations through strategic litigation, investigations, and advocacy.

We support cases in courts worldwide while building the legal and political momentum necessary to consign these practices to history.

Based in London with Fellows and partners globally, Reprieve operates at the intersection of law, policy, and human rights, working alongside governments, senior legal practitioners, and civil society to advance systemic change.



We collaborate closely with our independent partner organisation Reprieve US.

Reprieve is an equal opportunity employer, and we particularly welcome applicants from Black and minority ethnic communities, members of the LGBTQ+ community, and those with disabilities. Reprieve is committed to fighting racism and advancing racial justice, both in our work and within Reprieve. For more information please see [our Equality, Diversity and Inclusion Statement here](#). [You can also read more about our recruitment process](#).

### **About the Role**

The Strategic Director is responsible for overseeing Reprieve's casework, litigation, and advocacy in service of our mission to end the death penalty and abuses carried out in the name of "counterterrorism" or "national security". This is a senior management position that combines strategic vision with operational delivery. The Strategic Director will ensure Reprieve's work achieves maximum impact across multiple jurisdictions, while keeping our clients, their families, and their communities at the centre of our strategy.

Reporting to the Deputy Chief Executive Officer, the Strategic Director manages the Deputy Directors and Heads of teams. They are responsible for ensuring the effective delivery of Reprieve's regional casework and thematic projects by providing the necessary resources, oversight, and strategic direction to senior staff.

The Strategic Director leads the development and implementation of the organisation's strategy, manages the annual operational planning cycle, and oversees robust monitoring and evaluation processes. Working collaboratively across the senior management team, they help build Reprieve's case portfolio and support an international network of partners and fellows, ensuring the interests of clients, families, and communities remain at the heart of all activity. Key responsibilities include identifying cross-team strategic opportunities and challenges, maintaining high-level oversight of budgets, and ensuring all teams are sufficiently resourced and operate with rigorous processes for project and personnel management.

As a member of the Senior Management Team, the post-holder will coordinate closely with Reprieve's Fundraising, Finance, and Operations teams to ensure casework is ethical, sustainable, well-resourced, and effectively communicated to funders and stakeholders.

The Strategic Director will combine significant litigation, casework and advocacy experience with proven strategic leadership and a track record of achieving measurable impact and system change.

As a small legal NGO, Reprieve punches above its weight, and this role is key to making that possible.



## About You

You will bring significant senior leadership experience, specifically in line-managing staff across casework, litigation, or advocacy—ideally within a legally focused environment. A creative and strategic thinker, you understand Reprieve’s position within the human rights ecosystem and possess a proven track record of achieving measurable impact, whether through precedent-setting litigation, policy-driving advocacy, or systemic reform. You are an expert in developing and implementing strategies for complex issues and possess the project management skills necessary to oversee multiple workstreams, budgets, and grants simultaneously.

Investigation and mitigation are fundamental to Reprieve’s mission; therefore, you will have demonstrable experience in building evidentiary bases for litigation and a strong appreciation for mitigation investigations. You are experienced in working sensitively and with a deep commitment to clients who have become vulnerable, including those who have survived trauma or torture, as well as their families and communities. Furthermore, you will have a strong understanding of how strategic advocacy, media engagement, and political leverage advance casework and policy goals.

You are an adept manager of people and partnerships, comfortable working across different regional contexts and experienced in leading international teams remotely across various time zones. You possess exceptional tactical judgment and the ability to make sound, decisive actions under pressure, while maintaining meticulous file management and discretion with highly confidential information. As an exceptional communicator, you are able to draft persuasive briefings and advocacy materials for diverse audiences.

Finally, you will have a strong foundational knowledge of Equality, Diversity, and Inclusion (EDI) best practices and a commitment to ensuring these principles underpin all our working practices. You are flexible, collaborative, and wholly committed to the clients Reprieve serves and the human rights issues we seek to address.

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## Key Responsibilities:

### Senior Leadership & Strategic Direction

- Serve as a key member of the Senior Management Team, contributing to organisational strategy, planning, and decision-making
- Oversee Reprieve's annual operational planning cycle, working with teams to set programmatic objectives and plans

- Support fundraising efforts and grant applications and reports to donors in coordination with the Fundraising team
- Be an ambassador for Reprieve, including speaking at events and external engagements
- Lead initiatives that improve the functioning of the organisation
- Ensure Reprieve's casework is sustainable and meeting its charitable objectives

## Casework, Litigation, and Advocacy Oversight

- Direct and assist teams in developing and implementing strategies for individual cases and strategic projects
- Identify strategic opportunities and challenges, leading coordinated responses across teams
- Work with Deputy Directors to ensure proper processes and structures enable effective delivery
- Oversee the team's engagement with international legal fora and coordinate submissions
- Support teams in developing compelling briefings, submissions and reports, ensuring proper review and sign-off
- Coordinate with networks of lawyers, fellows, partners, and pro bono firms in furtherance of cases and strategic objectives
- Work with Media and Policy teams to ensure advocacy and political engagement advance strategic objectives while managing risk effectively
- Support teams to work ethically with clients, their families, and communities, including interview preparation, training, and coordination with external experts
- Support the Strategic Litigation team and identify how litigation in different jurisdictions serves strategic objectives

## Strategic Oversight of Projects and Budgets

- Oversee effective project and case management processes across all casework, litigation, and advocacy teams
- Ensure teams manage budgets and funding restrictions effectively, coordinating with Finance and Fundraising teams
- Ensure team outputs are communicated effectively throughout the organisation

## Team Leadership and Development

- Line manage Deputy Directors and Heads of teams, ensuring they have the support, resources, and strategic direction needed to lead effectively
- Ensure teams meet operational plans aligned with Reprieve's strategic plan

- Work with Deputy Directors and team leads to ensure staff are trained and well-equipped to perform their roles
- Lead regular strategy sessions and evaluations to drive organisational learning and improvement
- Monitor and evaluate team performance, providing regular updates to the Deputy Chief Executive Officer
- Coordinate with other teams to ensure the casework function delivers effectively and receives adequate resources
- Support recruitment and supervision of senior staff and seconded trainees as needed

## Person Specification

<b>CRITERIA</b>	<b>Essential</b>	<b>Desirable</b>
Current right to work in the UK for the duration of the contract.	✓	
Senior leadership experience within an organisation working within a legal, human rights, humanitarian, or related context	✓	
Significant line management experience, specifically overseeing staff and international teams conducting casework, litigation, or advocacy.	✓	
Proven track record of strategic impact, achieving measurable system change or precedent-setting results through litigation and advocacy.	✓	
Significant casework and litigation experience	✓	
International law experience and knowledge	✓	
Experience with investigative tools	✓	
Grant management and financial reporting experience	✓	
Considerable project management experience	✓	
Significant experience using strategic advocacy, including media and political engagement, to advance casework or policy goals	✓	
Exceptional written and oral communication skills, with the ability to present a persuasive argument for diverse audiences both in written advocacy materials and in person meetings	✓	
Excellent strategic and tactical judgment, discretion, and the ability to make sound decisions under	✓	

pressure and manage highly sensitive information.		
Organisational excellence, including meticulous time and file management and the energy to lead large, long-term projects.	✓	
Commitment to Reprieve’s mission and a foundational knowledge of Equality, Diversity, and Inclusion (EDI) best practices	✓	
Experience with stakeholders including international mechanisms (such as UN bodies), law firms working pro bono, and human rights NGOs		✓
Work in diverse legal contexts, specifically experience in jurisdictions outside of the UK and the US		✓
Client-focused experience, particularly working with vulnerable individuals who have experienced trauma or torture		✓
Understanding and experience of conducting mitigation investigations		✓
Familiarity with international legal and policy matters relating to the death penalty, "counter-terrorism" and "national security"		✓
Languages beyond English (particularly Arabic, Urdu, French, Spanish)		✓

## Key Contacts

Reporting to the Deputy Chief Executive and sitting within the Senior Management Team, the Strategic Director will work closely with the Deputy Directors, the Heads of teams, as well as with Reprieve’s international partners, fellows and consultants, pro bono law firms and third-party service providers where appropriate. They will also coordinate closely with the Finance, Operations and Fundraising teams. They will work closely with Reprieve’s sibling organisation, Reprieve US.

## Length and Salary

The role is a full-time (five days per week) permanent position. The annual salary is £71,378 per annum less any required deductions for income tax and national insurance.

This role is based in Reprieve’s London office. Reprieve operates a hybrid working model and we require staff to work 2 days per week from the London office and the rest of the week from home. Applicants must have the current right



to work in the UK, which will be checked prior to interview.

**Your presence is important during core office hours, whether remotely or in the office. You will also be available outside of office hours in the event of an emergency, for example case developments that require urgent action. This is a role that may require travel and work outside of core office hours from time to time.**

Reprieve is a flexible employer and offer a range of nonfinancial benefits to employees. We welcome applications from a range of backgrounds. [You can learn more about Reprieve's salary structure and ethos here.](#)

## **How to Apply**

To apply, please read the job description and submit a supporting statement and CV addressing your interest in the role, and how you meet the criteria (both no more than 2 pages) [via the application form on our website](#) by 23:59 BST Wednesday 15 April 2026. Please note that no other documents will be considered for this role and should not be submitted. We are also not able to accept applications via email.

# REPRIEVE