



Lead Investigator, Sudan

Project Consultant Description

InterJust is an international non-profit organization dedicated to strengthening the global system of justice for mass atrocities by shifting its centre of gravity to national courts. As we expand our work on accountability for international crimes committed in Sudan, we are seeking an experienced investigator with a demonstrated commitment to international justice and accountability to serve as lead for an inaugural investigation and accountability project in Sudan.

This project-bound role is well suited to a mid-career human rights expert/investigator with significant field experience documenting human rights violations and international crimes, including experience working in the Sudanese context. The successful candidate will bring strong investigative and analytical skills, the ability to conduct trauma-informed interviews with survivors and witnesses, experience managing partnerships across jurisdictions, and a willingness to play a key role in advancing InterJust's investigations and accountability efforts in Sudan. The initial contract period will be 18 months with possibility for extension possible depending on continued funding.

Project Activities

Working closely with the Legal Director, InterJust's regional directors, and wider team, the Lead Investigator will be responsible for executing the following project activities:

- Develop and implement investigation plans for InterJust's Sudan-related cases and projects, in coordination with the Legal Director;
- Identify and follow up on investigative leads through InterJust's networks, including civil society partners, journalists, survivor networks, and other relevant contacts;
- Conduct trauma-informed screening interviews with survivors, witnesses, and other sources in line with international standards and InterJust's screening interviewing protocols;
- Collect and preserve evidence, including documentary, photographic, video, and digital materials, and maintain chain-of-custody records to ensure the evidentiary value of materials gathered;
- Prepare victim and witness statements for submission to competent national and international legal bodies;
- Conduct field and remote research, including open-source investigations, to support InterJust's Sudan-related cases;

- Debrief with InterJust's legal team on testimony and information gathered during interviews to enable the further development of cases and to facilitate referrals to appropriate support services;
- Coordinate and assist with managing InterJust's Sudan-related partnerships, including pro bono partnerships, survivor networks, civil society partners, and external consultants;
- Serve as the primary point of contact for regional and local partners, stewarding relationships and facilitating collaboration and information sharing;
- Support the planning and execution of regional travel to advance investigations, including conducting and supporting in-country and cross-border field missions;
- Support security risk assessments and related procedures for assigned projects, in coordination with InterJust's Directors;
- Make recommendations on next steps in the investigation process, including any thematic or geographic areas of focus that should be explored in greater depth;
- Develop strong knowledge of InterJust's global projects to support relevant advocacy related to Sudan and the region;
- Provide regular updates and reports on assigned cases and projects to InterJust's Directors and President; and,
- Support the production of communications and media content related to the Sudan project.

Expected Skills/Experience

- At least 5 to 7 years of progressively responsible investigative experience, including conducting investigations into human rights violations, international crimes, or other serious abuses for a non-profit organization, accountability mechanism, journalistic outlet, or comparable institution;
- Significant demonstrated experience working in the Sudanese context, including prior investigative, documentation, or programmatic work related to Sudan;
- Working proficiency in Arabic and English (written and spoken);
- Experience screening or interviewing victims/witnesses for national criminal proceedings, for human rights litigation, or for international criminal proceedings;
- Strong research, analytical, and drafting skills;
- Outstanding written and oral communications skills;
- Demonstrated ability to deliver under time constraints and other pressures, including in volatile security environments;
- Willingness to undertake regional travel, including to Sudan and neighbouring countries, if security permitting;
- Willingness to supervise investigators, field documenters, analysts, and/or researchers; and
- Previous experience reporting to senior non-profit management.

Preferred Skills/Qualifications

- Experience or training in open-source research (OSINT) techniques;
- Knowledge of Sudanese Arabic or other languages spoken in Sudan;
- Background in international criminal law, international humanitarian law, international human rights law, criminology, journalism, conflict research, or another relevant field;
- Significant local contacts and networks within Sudan and the Sudanese diaspora, preferably obtained through previous investigative or programmatic work;
- Demonstrated experience conducting remote interviews with witnesses and survivors in conflict-affected contexts; and
- Knowledge or previous exposure to strategic litigation and human rights advocacy work.

Location

Remote, with regular travel to the region

Contract Fee

Between EUR 6,670 – 9,167 per month in line with InterJust's compensation framework

To Apply

Please send an email with your CV, a cover letter and two professional references to careers@inter-just.org. Applications will be reviewed on a rolling basis.