



HUMAN RIGHTS

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1 OVERVIEW

Human rights are understood as universal, inalienable, and egalitarian, and encompass the civil, cultural, economic, political, and social arenas.

Students come to Harvard Kennedy School from countries where citizens are defending and expanding human rights through domestic and foreign policy agendas. The careers of HKS graduates reflect the breadth of human rights concerns and the many ways to address them. They are working on domestic policy issues—from criminal justice reform in the United States to the empowerment of marginalized communities in India—as well as transnational problems—from human trafficking and forced migration to gender violence and torture as instruments of war. They work in roles as varied as diplomats, researchers, program managers, policy analysts, and advocates.

Human rights professionals may: provide analytical, managerial, and technical support from headquarters; travel between project sites to monitor and evaluate programs; conduct trainings; engage in the local management of a program or project; or coordinate crisis communication.

As you consider a career in human rights, take the time to reflect on your strengths and preferences. Let's assume you are already committed to a specific human rights issue. How do you want to make an impact? Here are some initial questions to ask yourself:

- Do you prefer to work at the headquarters or field level?
- Do you want to focus on one issue and be in close contact with clients or beneficiaries?

Do you prefer to work in government, implementing part of the domestic legislative or foreign policy agenda?

Does it excite you to work on a range of issues, and are you willing to accept shifting political priorities and seeing change and improvement come slowly?

If you are inclined to work overseas, particularly in conflict regions or developing countries, ask yourself whether you are willing to travel extensively, live apart from family and friends, acclimate to a completely new and unfamiliar environment, and perhaps live in challenging conditions. The greater your flexibility and passion to live and work abroad, the greater the likelihood of launching a focused, prepared, and successful job search in human rights work with a humanitarian or development focus.

During your time at HKS, work toward building your distinctive and dedicated human rights profile by taking relevant courses, conducting independent research projects, and, if appropriate, selecting human rights-oriented internships, Policy Analysis Exercise (PAE) clients, or Second Year Policy Analysis (SYPA) topics.

You should also work to expand your professional network by participating in events at the Carr Center for Human Rights Policy or other HKS centers with a human rights focus. Consider joining or leading activities with the Human Rights Professional Interest Council, other student organizations, and at cross-Harvard student events such as the International Development and Social Enterprise conferences.

“There can be no peace without justice and respect for human rights. I passionately believe in the power of human rights as a set of global values to bring our fractured and divided world together. Around the world human rights activists are giving hope to millions of people — women, indigenous people, the poor and the marginalized — in their struggle for equality and dignity.”

— Irene Khan, Secretary General of Amnesty International



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2 SKILLS AND EXPERIENCE FOR A CAREER IN HUMAN RIGHTS

Career opportunities in human rights run the gamut and many require specific skills. The skills and attributes outlined below are those widely sought:

- Commitment to human rights demonstrated over time through professional work, internships, and volunteer work
- Monitoring and evaluation (quantitative and qualitative analytical skills)
- Written and oral presentation skills
- Project management
- Event organization and planning
- Negotiation skills
- Cross-cultural communication and empathy
- Resilience

Nongovernmental organizations (NGOs)

- Ability to carry out a range of responsibilities with limited resources
- Proposal writing and fundraising strategies
- Commitment to a relevant issue, which can be demonstrated by being an active member of an advocacy organization

International issues

- Familiarity with primary human rights declarations and documents, including: the United Nations Universal Declaration of Human Rights; International Covenant on Civil and Political Rights; Convention on the Elimination of All Forms of Discrimination against Women; International Convention on the Elimination of All Forms of Racial

Discrimination; and the International Covenant on Economic, Social and Cultural Rights

- Fluency in two or more languages, particularly Arabic, French, Mandarin, or Spanish; knowledge of indigenous languages such as Haitian Creole may also be an advantage
- Experience living and working abroad is often a prerequisite

3 TYPES OF HUMAN RIGHTS AGENCIES AND ORGANIZATIONS

NATIONAL GOVERNMENTS

Overall, the largest employers of new HKS graduates are home country governments, charged with protecting and advancing human rights at home and abroad. While some government positions may only indirectly support human rights, government is an excellent place to work on complex issues that demand bilateral or multilateral cooperation such as trafficking, forced migration, or fair labor standards. You may contribute to significant improvements over the long term; however, your work will be determined by the priorities of the party in office. Patience and pragmatism are key to finding career satisfaction.

U.S. Federal Government

U.S. HKS graduates who are interested in addressing the government's human rights policies seek career opportunities at the U.S. Department of State, including the Foreign Service; USAID, including the Office

of Transition Initiatives; the Millennium Challenge Corporation; Overseas Private Investment Corporation; U.S. Department of Homeland Security; and U.S. Departments of Health and Human Services, Justice, and Labor. Units within each of these entities may directly relate to your interests. For example, the Office of Global Women's Issues (www.state.gov/s/gwi) addresses gender empowerment in all aspects of economic and social policy.

→ PREFERRED SKILLS AND EXPERIENCE

Governments look for a range of professional skills among candidates, including quantitative, analytical, and specialized negotiation skills as well as the ability to summarize complex arguments in brief memos or oral presentations.

→ **HIRING TIMELINE** Civil service positions are posted on www.usajobs.gov on a rolling basis. Applications to the Presidential

Management Fellows (PMF) Program are due in early fall; see OCA on KNet for details. Typically, security clearance must be completed before an employee assumes his or her position, and can take several months depending on the level of clearance required and the applicant's background. The Foreign Service Officer Written Exam and USAID Junior Officer Program exam are usually scheduled every six months. OCA provides extensive support to HKS students during the application process. Refer to the OCA career resource *U.S. Federal Government and Capitol Hill* for details.

→ **SALARY LEVEL** PMF and Foreign Service salaries are set at GS-9 to GS-11. HKS graduates from two-year degree programs are most often hired at the GS-10 to GS-11 levels, depending on the agency and experience required.

→ **INTERNSHIPS** Opportunities are available in a number of U.S. government

departments and agencies to work on human rights issues. The U.S. Department of State offers internships in its Washington, DC, bureaus and overseas missions such as at the Bureau of Population, Refugees, and Migration. Applications for internship opportunities must be submitted by November 1.

The Harold Rosenthal Fellowship in International Relations provides placements in U.S. government internships and funding for students pursuing careers in international relations, including but not limited to human rights. Visit [**JACK**](http://JACK(hks-harvard-csm.symplicity.com/students)) (hks-harvard-csm.symplicity.com/students) in October for application details. Applicants must be nominated by HKS.

MULTILATERAL ORGANIZATIONS

Many HKS students are interested in international development and international institutions that promote economic, social, and political development, peace, and security. These organizations function within the framework of the Universal Declaration of Human Rights and their work, by definition, is at the nexus of international aid, security, and the promotion of human rights. However, the challenge for HKS graduates interested in a specific human rights issue may be finding roles within large organizations that satisfy their need make a tangible difference.

The United Nations (UN) System

The UN is composed of six principal organs, 15 agencies, and some 100 specialized programs and bodies. The UN places an emphasis on expertise and largely hires experienced professionals with relevant experience; about 80 percent of UN staff is field based. This is a limiting factor for HKS students who, following graduation, are competitive for UN staff posts. OCA data shows, however, that graduates who build a competitive profile over time are hired into UN staff positions within a few years.

For highly qualified young professionals in their late 20s and early 30s, several UN programs such as the Junior Professional Officer (JPO) Programme, New and Emerging Talent Initiative (NETI), and Young Professionals Programme (YPP) can provide

a fast-track into UN careers. HKS graduates can also work in the UN as UN Volunteers or through short-term contracts. Each affords the opportunity to build a valuable UN network and competitive profile.

→ **Junior Professional Officer (JPO)** positions are funded by 27 sponsor countries; a total of 251 two- to three-year JPO positions are available. **Associate Expert** positions are funded by 19 countries and are similar to JPO positions aside from some contractual differences. Appointments are only available to citizens of sponsoring countries; however, they may be offered to citizens from developing nations. Visit www.undp.org/content/jposc/en/home.html to learn about the application process, which is initially managed by the foreign ministry of participating countries.

→ **New and Emerging Talent (NETI)**, which was developed by UNICEF in 2008, is open to candidates under 35 years old. Applicants should have 3–5 years of relevant professional work experience as well as fluency in English and in a second language, preferably Arabic, French, Mandarin, Portuguese, Russian, or Spanish.

→ **Young Professionals Program (YPP)** recruits for posts within the Secretariat bodies. The annual YPP exam is subject based and requires fluency in either English or French. Applicants must be under 32 years old and citizens of eligible countries. Examination subjects and national eligibility are determined annually based on UN needs. Contrary to popular assumption, the YPP is often open to U.S. citizens.

→ **United Nations Volunteers (UNV)** offers opportunities for committed individuals to take on short-term work with modest compensation. UNV seeks professionals to support its development and humanitarian programs with client agencies, including UNDP, UNHCR, and WFP. Candidates must be at least 25 years old and willing to commit to a six-month assignment at a minimum. Applicants should apply about four months in advance.

→ **Consultancies** are short-term contracts for project-based work within the UN System. HKS graduates most commonly enter the UN System through such contracts. Although there is no job security, posts are highly sought-after and competition can be intense.

Refer to the OCA career resource *Careers and Internships in the UN System; Careers and Internships at The World Bank* for hiring details.

International Financial Institutions

International financial institutions (IFIs), including the World Bank Group, Inter-American Development Bank, and Asian Development Bank, have similar hiring structures—young professional programs, fixed-term staff positions, and consulting or contract opportunities. Among the IFIs, The World Bank is the largest first employer of HKS graduates; they typically begin as consultants on contracts of up to a year. Graduates who have a particular human rights interest such as gender or poverty alleviation and have relevant experience and solid quantitative skills can network their way to rewarding opportunities. Refer to the OCA career resource *Your World Bank Job or Internship Search* for details.

→ **PREFERRED SKILLS AND EXPERIENCE**
Multilateral organizations require:

- Strong quantitative skills
- Excellent analytical abilities
- Demonstrated ability to work well in cross-cultural teams
- On-the-ground experience in developing countries (for many positions)
- Capacity to work effectively in a bureaucracy and take the long view
- Flexibility and lateral thinking
- In many cases, fluency in two or more languages. In addition to English, the most sought-after language skills are Arabic, French, Mandarin, Portuguese, Russian, and Spanish

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Competitive candidates will also demonstrate—through professional experience, internships, and academic background—an area of growing technical knowledge such as rural development, education, gender, or peacebuilding.

...➤ **HIRING TIMELINE** The selection process for posted vacancies varies throughout the UN, from four to five months for UNDP, UNICEF, and other units, to at least 9 months for the UN Secretariat. The JPO and NETI selection process is about six months and for the YPP, 18 months. UN consultancies typically call for an immediate start and may be very short term; however, consultancies may be extended if additional funding becomes available and may be the entry point to a staff position at a later time. The development banks' Young Professionals Programs hire 6–12 months ahead of the start date, while staff positions and consultancies are filled on a rolling basis; consultancies usually have an immediate start.

...➤ **SALARY LEVEL** UN System: refer to www.un.org/Depts/OHRM/salaries_allowances/salary.htm.

IFIs: salary levels vary depending on the type or level of position but are competitive with or higher than the public sector salaries of Organisation for Economic Co-operation and Development (OECD) member countries. OCA may provide more information by organization and contract type.

...➤ **INTERNSHIPS** UN System: internships are offered throughout the System. Though unpaid, internships are very competitive; candidates with previous international field experience, related work experience, and relevant language skills are preferred. Refer to the OCA career resource *Guide to Job or Internship Search in the UN System* for information on the UN Secretariat, UNDP, UNICEF, and other internships of frequent interest to the HKS community.

IFIs: the size of internship programs varies by institution. The demand for interns fluctuates year to year but, overall, The World Bank is the largest employer of summer interns. About 8–10 HKS students on average opt for World Bank internships

each summer. Students who want to work on a specific human rights issue during their summer at The World Bank must be proactive and seek out the unit(s) where they hope to intern. For application details and timelines, refer to the OCA career resource *Summary of IGO Deadlines*, which is published every October.

NONGOVERNMENTAL ORGANIZATIONS AND CIVIL SOCIETY ORGANIZATIONS

Nongovernmental organizations (NGOs) and civil society organizations (CSOs) are broad terms used to refer to a large, diverse group of organizations, including unions, charities, religious entities, and private foundations, research groups and nonprofits that work with for-profit, governmental, and intergovernmental partners to implement programs.

Research groups may be stand-alone entities or units embedded within universities such as the Center for International Development and Carr Center for Human Rights Policy at Harvard. They may also be linked to a foundation or center, or housed within larger NGOs. Research institutions focus on shaping the policy discussion and sharing best practices to enhance understanding of the underlying challenges in human rights and identify potential solutions.

Advocacy organizations work within civil society to enhance human rights and improve the accountability of governments, institutional donors, and private investors. Funding sources range from contracts with bilateral and other donors, to endowment income and private donations.

Past HKS employers include Amnesty International, The Gates Foundation, Human Rights Watch, the International Committee of the Red Cross (ICRC), the International Rescue Committee (IRC), Mercy Corps, National Democratic Institute, Oxfam, Oxfam International, Plan, Save the Children, and the Vera Institute of Justice.

For NGOs that are designing and delivering development programs to advance human rights overseas, professionals with a master's degree will typically start off in a

role that supports projects and programs at the headquarter level. They will take on more travel and responsibility for coordination with the field offices as they rise through the ranks of the organization.

...➤ **PREFERRED SKILLS AND EXPERIENCE** HKS graduates working for NGOs or CSOs strongly recommend that students develop an area of expertise while studying at HKS; gender or child rights are good examples. Being knowledgeable in a particular area will help students get their foot in the door, but will not necessarily constrain career choices in the long run.

The growing emphasis of program evaluation means skills in quantitative and qualitative analysis are in high demand. Communications skills—writing, web work, social media, and new technologies—are needed among all organizations. Experience applying skills in one area may help you segue—with some strategic networking—to apply them in another. Additional but valuable assets include the ability to manage projects, develop programs, liaise with donors, develop and manage budgets, work in cross-cultural settings, technical know-how, and adaptability. Language skills, in addition to English, are important as well, particularly in Arabic, French, Mandarin, Portuguese, Spanish, and indigenous languages such as Bahasa, Haitian Creole, and Swahili; demonstrated ability to pick up new languages is a plus.

For research positions, strong qualitative and quantitative research skills and writing ability are essential. Previous professional experience authoring or drafting publications is an asset. Knowledge of a specific issue and/or region is usually required. In addition, experience in conference planning and using social media for advocacy may be desirable. By mid-career, many think tank staff members have completed a PhD in addition to a master's degree; this is usually the prerequisite to rise through the ranks in a research institution.

...➤ **SALARY LEVEL** Larger U.S. nongovernmental organizations have a salary structure that is in alignment with the public

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sector. HKS graduates with 2–5 years of professional work experience earn median salaries in the \$45,000–65,000 range. The starting salaries for two-year master’s graduates in research institutions and advocacy groups are in the same approximate range. GuideStar (www.GuideStar.com) provides details on income, expenses, and senior-level salaries at nonprofits, which may be helpful when evaluating an offer.

→ **INTERNSHIPS** Few NGOs have ongoing graduate-level internship programs but many are receptive to inquiries from qualified students. Although they are usually unpaid, internships are competitive. HKS students with a field-based background—with Peace Corps, for instance—have an easier time securing a summer internship in a developing country than those without any such field experience. A record of active engagement on a relevant topic before and during HKS is also helpful.

If you are new to the field, plan a more extensive search and target smaller, less well-known organizations, which may be more receptive than prominent NGOs that can choose among the most experienced applicants. Overall, NGOs are averse to

placing interns in conflict zones or volatile political environments.

PRIVATE SECTOR

The private sector applies to any privately owned group or person involved in a profit-based enterprise. HKS graduates pursuing careers in human rights are most commonly interested in firms that have an avowed commitment to corporate social responsibility or to the broader concept of “shared value.” They are also interested in establishing or joining social enterprises, which include businesses created to serve a social purpose in a financially sustainable way.

Corporate social responsibility (CSR) has historically addressed best practices in observing labor rights and mitigating environmental impact. See the OCA career resource *Corporate Responsibility Careers* for details. The “shared value” concept expands beyond traditional CSR and proposes that firms can create measurable business value by identifying and addressing social problems that intersect with their business. Investment in the well-being of communities where they operate will ultimately improve the efficiency and profitability of their business.

The social enterprise movement is creative, innovative, and evolving quickly. A growing number of social enterprises are incorporated as “B-Corps” or benefit corporations, a type of for-profit corporate entity that is recognized in 28 U.S. states. As their legally defined goals, B-Corps make a positive impact on society and the environment as well as generate profit. They differ from traditional corporations in purpose, accountability, and transparency but not in tax status.

Many HKS graduates have gone on to become social entrepreneurs who are recognized and supported by social impact investors. While imagination, ambition, financial management skills, and an understanding of conditions on the ground are vital, so is the capacity to manage a team and delegate. The annual Social Enterprise Conference at Harvard held in the spring is the largest social enterprise-related event on campus, but opportunities to explore social entrepreneurship are available throughout the year. The Center for Public Leadership and Harvard Innovation Lab are valuable resources. See the *Social Enterprise Careers* OCA career resource for more information.

4 WHO HAS HIRED HKS GRADUATES

Below is a sample of employers who recently hired HKS graduates to serve in positions that address human rights:

- Accountability International, China, *Senior Adviser, Strategy*
- Administration for Children and Families, Washington, DC, *Research Fellow*
- American Civil Liberties Union, Speech, Privacy, and Tech Policy, New York, *Ford Foundation Fellow*
- Commonwealth of Massachusetts, Office of the Child Advocate, *Research and Policy Analyst*
- East-West Management Institute, Republic of Georgia, *Director, Human Rights Research Project*
- Equal Justice Initiative, Alabama, *Research Fellow*
- EU-Russia Civil Society Forum, Berlin, *Executive Director*
- Families First, Atlanta, *Director of Continuous Quality Improvement*
- Gideon Fellowship Program, Tennessee, *Public Defender*
- Kresge Foundation, Detroit, *Special Assistant to the President*
- Libraries Without Borders, Washington, DC, *Executive Director*
- Mayor’s Office of Women’s Advancement, Boston, *Domestic and Gender-Based Violence Coordinator*
- Oxford Poverty and Human Development Initiative, Oxford University, *Research Fellow*
- UNFPA, Kazakhstan, *Humanitarian Services Coordinator*
- UNICEF, Nepal, *Research Analyst*

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5 TIPS FOR SECURING A JOB

1 Research before you network

Networking success depends on the amount of research you do before reaching out to new contacts.

2 Leverage social media

Use social media platforms to build your network and discover new organizations and opportunities. Maximize websites you are already on before joining new ones.

→ Facebook: Connect with nonprofits by following their pages, to stay in the know about new position openings. Engage with their content.

→ LinkedIn: Search for individuals who work at organizations that interest you and ask to meet to learn more about their careers. Ensure that your LinkedIn profile is error free, lists your previous positions, and summarizes the type of position for which you are looking.

→ Twitter: Develop a list of organizations or individuals in careers that interest you. Tweet them your questions or read their

posts. Remember that anyone can see your Tweets unless they are private.

3 Build a personal brand

A blog is a useful way to give voice to your thoughts on human rights and social justice, and increase your awareness and understanding of key issues. Combining blogging with an active social media presence on platforms such as Twitter are helpful tools for building connections that could lead to a job or internship.

4 Tailor your résumé for a specific position

Define your strengths. Not only should your résumé detail your skills and experience, but it should also include particular information that may be relevant to the position.

5 Apply quickly

Government and civil society organizations and nongovernmental organizations are

flooded with applications. Yours may be reviewed more closely if it is among the earlier applications.

6 Meet application deadlines

Some institutions' recruitment programs for full-time positions and formal internships have firm application deadlines; however, their programs and timelines may vary year to year. Do not rely on precedent.

7 Save the job description

Past applicants have been flummoxed to find job postings were no longer available online after they were contacted for an interview.

8 Take on a relevant internship or short-term consultancy when conducting a job search

These opportunities can build up your résumé, foster networks, and position you to be an internal candidate for future openings.

6 COURSES

Take full advantage of your time at Harvard Kennedy School. Enroll in courses—including those listed below—that will develop your core competencies in important skill areas and deepen your knowledge of human rights issues that interest you.

IGA-103	Global Governance	IGA-227	Insurgents, Terrorists, and Violence: Causes and Consequences of Civil War	IGA-365	Human Rights and Foreign Policy
IGA-105	The Politics of International Law	IGA-305	Childhood, Adolescence, Youth, and International Human Rights	IGA-380M	Human Rights Advocacy Using Video, Social Media, and Participatory Media
IGA-106M	The Politics of International Law: The International Criminal Court and the UN Security Council	IGA-347	Torture and Public Policy	IGA-385	Strategizing for Human Rights: Moving from Ideals to Practice
IGA-218M	Inclusive Security	IGA-351M	Human Trafficking and Modern Slavery		

7 HARVARD RESOURCES

Carr Center for Human Rights Policy seeks to generate public policy debates, train human rights leaders of the future, and collaborate directly with human rights organizations to address current and future challenges. The center is developing research and engaging faculty members who can assist the world of policy and practice with new insights and understanding.

The Carr Center seeks to use its convening power and the intellectual depth at Harvard University to provide a safe space for human rights actors and practitioners to gain strategic perspective on the struggles they lead, and to forge new partnerships and projects. The center plans to grow its teaching capacity to inspire the next generation of human rights leaders to think and act effectively, to make basic human rights principles a central commitment of democratic leadership.

The Carr Center recognizes that the solutions to such problems must involve not only nongovernmental organizations, but also governments, corporations, militaries, and others not traditionally

perceived as being human rights actors. Thus, the center seeks to expand the reach and relevance of human rights considerations to all who influence their outcomes as it takes advantage of the remarkable leaders from around the world who are drawn to Harvard Kennedy School.

The Carr Center offers students opportunities to get involved with its programs and events as well as funding for summer internships and PAE/SYPA projects. For details about programs, resources, and upcoming events visit carrcenter.hks.harvard.edu.

Other Harvard Resources

- Center for International Development www.hks.harvard.edu/centers/cid
- FXB Center for Health and Human Rights fxb.harvard.edu/who-we-are
- Harvard Gender and Sexuality Caucus www.hgsc.org
- Harvard Humanitarian Initiative hhi.harvard.edu
- Harvard Innovation Lab i-lab.harvard.edu/about

- Harvard Social Enterprise Conference socialenterpriseconference.org/goals-and-theme
- Human Rights @ Harvard Law hrp.law.harvard.edu
- Human Rights at Harvard humanrights.harvard.edu
- Human Rights Professional Interest Council carrcenter.hks.harvard.edu/hrpic
- International Development Conference harvardidc.com
- Mossavar-Rahmani Center for Business and Government, which sponsors the Corporate Responsibility Initiative www.hks.harvard.edu/centers/mrcbg
- Program in Criminal Justice Policy and Management www.hks.harvard.edu/programs/criminaljustice
- Standing Committee on Ethnicity, Migration, Rights emr.fas.harvard.edu
- Women and Public Policy Program wappp.hks.harvard.edu/about-wappp

8 ADDITIONAL RESOURCES

Association/Network Resources

- Development Executives Group (Devex), a portal that includes daily development news, job postings, and an events calendar. Visit OCA on KNet and click on “Memberships” under *Useful Job Search Resources* to sign up for a free Devex professional membership. www.devex.com

- The Yearbook of International Organizations www.uia.org/yearbook

Human Rights Jobs/Internships/Resources

- American-Arab Anti-Discrimination

- Committee www.adc.org
- American Civil Liberties Union www.aclu.org/careers
- American Friends Service Committee www.afsc.org/jobs
- American Refugee Committee www.arcrelief.org/site/PageServer?pagename=index_careers
- Amnesty International careers.amnesty.org/vacancy/find/results
- Care www.careusa.org/careers
- The Carter Center www.cartercenter.org/about/careers/index.html
- Center for Strategic and International Studies csis.org/about-us/careers
- Center for Victims of Torture www.cvt.org
- Children’s Defense Fund www.childrensdefense.org/about/#join-our-team
- Corporate Responsibility Coalition www.corporate-responsibility.org
- GlobalCorps www.globalcorps.com
- Human Rights Campaign www.hrc.org
- Human Rights Watch www.hrw.org/jobs

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- Idealist Careers www.idealists.org/career.html
- International Committee of the Red Cross www.icrc.org/en/who-we-are/jobs
- International Human Rights Law Group www.hrlawgroup.org/employment
- International Organization for Migration www.iom.int/recruitment
- International Rehabilitation Council for Torture Victims www.irct.org
- Jobs That Are Left <https://groups.google.com/forum/#!forum/jobsthatareleft>
- National Organization for Women now.org/about/job-and-internships
- Oxfam www.oxfam.org/en/jobs/affiliates
- Oxford HR, an executive search firm for international development, ethical trade, and social enterprise www.oxfordhr.co.uk
- Peace and Collaborative Development Network www.internationalpeaceandconflict.org
- Philanthropy News Digest philanthropynewsdigest.org/jobs
- Physicians for Human Rights physiciansforhumanrights.org/about/jobs
- ReliefWeb www.reliefweb.net
- UN Jobs unjobs.org

United States Government

An overview of the U.S. federal human rights agenda, news, and key policy documents

- www.humanrights.gov/index.html
- U.S. Department of Labor www.dol.gov/dol/jobs.htm
- U.S. Department of State www.state.gov/careers
- U.S. Institute of Peace www.usip.org/jobs
- USA Jobs www.usajobs.gov

Human Rights and Advocacy for the LGBTQ Community

- ACLU/LGBT Project www.aclu.org/issues/lgbt-rights
- Astraea Lesbian Foundation for Justice www.astraeafoundation.org
- European Union Agency for Fundamental Rights fra.europa.eu/en
- Gay and Lesbian Alliance Against Defamation www.glaad.org
- Human Rights Campaign www.hrc.org
- Immigration Equality www.immigrationequality.org
- International Gay and Lesbian Human Rights Commission iglhrc.org

- International Lesbian, Gay, Bisexual, Trans and Intersex Association ilga.org/about-us
- International Planned Parenthood Federation www.ippf.org/about-us/jobs
- International Women's Health www.internationalwomenshealth.org
- Lambda Legal www.lambdalegal.org
- National Center for Lesbian Rights www.nclrights.org
- National LGBTQ Task Force www.thetaskforce.org

Publications

- Harvard Human Rights Journal, Harvard Law School harvardhrj.com
- Human Rights Quarterly, Johns Hopkins University Press muse.jhu.edu/journals/human_rights_quarterly
- Human Rights Monitor, International Service for Human Rights www.ishr.ch/human-rights-monitor
- The United Nations Chronicle and the Human Rights Internet, UN Department of Public Information unchronicle.un.org/article/human-rights-and-un-progress-and-challenges

“Everyone has a right to peaceful coexistence, the basic personal freedoms, the alleviation of suffering, and the opportunity to lead a productive life.”

— Jimmy Carter
39th President of the United States

Thank you to the alumni who have provided input for this introduction.



HARVARD Kennedy School
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