

## Zimbabwe Human Rights Association

Harare, Zimbabwe



Applications  
due: April 1

[Zimbabwe Human Rights Association \(ZimRights\)](#) is an NGO that aims to make use of a grassroots-based approach in promoting, protecting and defending human rights in Zimbabwe through education, information, legal aid and litigation, counselling, lobbying, advocacy, and networking.

One of the most prominent human rights organisations in the country, ZimRights was formed in 1992 for the sole purpose of ensuring that Zimbabweans are informed of their rights as citizens and are equipped with the knowledge to defend those rights. The organisation has offices in all regions of the country.

ZimRights has the vision to be the leader in developing and sustaining a culture of human rights in the country. One of its most prominent preoccupations in the last turbulent years of the country was to collect information on human rights abuses in preparation for transitional justice. It also provided food and shelter for people displaced by the political violence that swept across the country in the elections of 2009, and has in the past organised memorials for victims of human rights abuses.

ZimRights's objectives include the ratification and domestication of regional and international instruments, the strengthening of corporate governance principles, the promotion of human rights awareness and respect for all, with special emphasis on marginalised groups, and the networking with local, regional and international human rights organisations with similar objectives. Among ZimRights' values are respect for human dignity, sensitivity for gender and marginalised groups, transparency, accountability, impartiality, non-alignment to political parties, and integrity.

Read more [about ZimRights' National Director, Dzikamai Bere.](#)

*This Virtual Global Internship is offered through a partnership between UVA's International Studies Office/Global Internships and the Presidential Precinct. The Presidential Precinct has proudly hosted Mandela Washington Fellows in Charlottesville since 2014. Mandela*

*Washington Fellows are accomplished young leaders from every country in Sub-Saharan Africa. A Fellowship alumna/us will serve as host and mentor for this unique Virtual Global Internship.*

## Description of internship:

There are many units within ZimRights with which a student-intern could work and various activities that he/she might engage in:

**a. Media and Advocacy Unit** - In this area, we produce a [monthly human rights bulletin](#), [human rights news](#) from our interventions, regular social media updates, and generate press briefings. The work of interns in this area will be content writing, compiling human rights news reports, analysis of proceedings in the Parliament, proofreading and editing of statements. Those with graphic designing and video editing skills will find this to be an exciting opportunity. Good writers will get an opportunity to contribute to the [ZimRights blog](#)

**b. Membership Office** - There is a lot of database management in this unit. The database is still being developed so the team has an opportunity to contribute to the development of an efficient data management system for ZimRights, including developing templates for analysis and information department. Those interested in the power of data will find this unit to be exciting. There are no online products now as the database is new.

**c. Litigation** - Here we identify human rights issues for litigation. We go through the reports from communities and identify actionable matters. International interns with an interest in human rights litigation will enjoy exploring the power of the law to advance human rights. They can help with research on international law and emerging human rights issues. They will enrich the unit by bringing in a comparative approach. They can help also by analysing the issues and producing [analyses on the developing cases](#).

**d. Community Justice Programme** - The Community Justice Programme (CJP) is responsible for outreach to communities. These meetings can be physical or virtual. Some are in English so learners can follow. This unit produces reports of its interventions. Learners can help compiling and editing the reports as well as develop knowledge products that help simplify the reports for ordinary people. [See here some of the resources we](#) produced. Those with designing and writing skills will enjoy turning these thick reports into documents that can be accessed by a variety of audiences.

*What can an intern expect to learn in this internship?:* An intern would have the chance to develop up-close understanding of social movement building, membership coordination, project development and management. He/she would also gain understanding the human rights mechanisms at work in African communities.

ZimRights is a healthy one-stop shop for those who would like to learn about human rights advocacy within a grassroots movement in a manner that will enhance their personal development skills. We provide opportunities for personal growth and self-awareness by exposing our interns and volunteers to diverse working environments, including both office and field experiences, and these are possible even virtually.

## Preferred qualifications:

*\*\*UVA requirement: All candidates must be in good academic and disciplinary standing.\*\**

- Outstanding communication skills
- The candidate should display a zeal for human rights work.
- An ideal candidate for this position would have some previous knowledge of or be actively learning about human rights in the African context. Students should be interested in learning as much as they can about Zimbabwe- its peoples, its cultures, and its particular conditions.
- Candidates must have the strong motivation to work in diverse teams and across language barriers, if necessary, to facilitate projects in an inclusive and cooperative manner. Appreciation of diversity, in all its forms, is a value held by ZimRights.
- Interns must be highly independent, self-motivated, and disciplined so they can successfully complete projects as assigned and meet targets successfully.
- Students must be supremely flexible and willing to contribute to the changing needs of the organization in whatever ways are most useful.

## Language requirements:

- English