



Job Title: Knowledge and Innovation Lead

Location: Abuja (Hybrid with occasional travel)

Duration: 1-Year Renewable Contract

Employment Type: Full-Time (Hybrid)

ABOUT HOPE BEHIND BARS AFRICA

Hope Behind Bars Africa is a social enterprise working to close the justice and reformatory gap using technology, evidence-based interventions, and strategic legal support. Our core programs include the *Access to Justice Program*, the *Gender and Criminal Justice Program*, the *Civic-Space Strengthening Program*, the *Death Penalty Program*, and the *Inside-Out Reformation Program*. We aim to drastically reduce rights violations across all arms of the criminal justice system, from entry to exit points within the criminal justice system.

Deadline for Applications: May 30, 2025.

Compensation: Competitive and commensurate with experience. The full-time roles include a benefits package covering health insurance, flexible hybrid work options, pension, paid leave, and professional development opportunities.

Hope Behind Bars Africa is an equal opportunity employer. **Women and candidates from underrepresented backgrounds are strongly encouraged to apply.**

Note: *Applications will be reviewed on a rolling basis. Early applications are encouraged.* Only shortlisted candidates will be contacted. If you do not hear from us by **June 10**, please consider your application unsuccessful.

About the Role

The **Knowledge and Innovation Lead** will strengthen Hope Behind Bars Africa's transformation into a knowledge-driven, evidence-based, and innovation-oriented institution. This senior leadership role is central to ensuring that all of HBBA's work is shaped by rigorous research, evidence, and forward-thinking strategies that respond to 21st-century challenges.



Qualifications & Competencies

- PhD or Master's degree in Law, Public Policy, Development Studies, Innovation, or other relevant fields.
- At least 7 years' progressive experience in research leadership, policy development, or knowledge management within the justice, governance, or civil society space.
- Demonstrated capacity to lead interdisciplinary research and supervise knowledge production cycles.
- Strong record of authorship in policy, academic, or advocacy spaces.
- Experience facilitating organizational learning or capacity building.
- High-level writing, synthesis, and presentation skills.
- Fluency with qualitative and/or quantitative methods, and comfort with tech tools.
- Strong commitment to HBBA's mission and values: equity, justice, and innovation

Key Responsibilities

1. Lead Research and Knowledge Production

- Develop and implement HBBA's cross-thematic research agenda.
- Supervise in-house and commissioned research with high standards of ethical and methodological rigor.
- Produce or oversee high-quality knowledge products including policy briefs, research reports, toolkits, and learning papers.
- Synthesize insights from programs and research for strategic and advocacy use.

2. Drive Evidence Culture and Team Capacity

- Conduct periodic training for staff on research literacy, monitoring, data use, and knowledge translation.
- Collaborate with program leads to embed evidence-informed design and reflection processes in projects.
- Build a living knowledge system for HBBA's insights, learning, and models.

3. Foster Innovation in Systems and Program Design

- Lead ideation, piloting, and evaluation of tech-enabled or policy-oriented innovations.
- Identify and adapt emerging tools and frameworks suitable to HBBA's mission
- Work closely with the tech team to inform the development of tech platforms

4. Elevate HBBA's Thought Leadership



- Represent HBBA in academic and policy platforms regionally and internationally.
- Co-author op-eds, working papers, and submissions to national and global consultations.
- Collaborate with Communications to frame research in accessible and compelling formats.

How to Apply

To apply, please send the following to **hello@hopebehindbarsafrica.org** with the subject line:

Application – Knowledge and Innovation Lead:

- Your CV (maximum 3 pages)
- A brief statement of motivation outlining your interest in the role and relevant experience
- 1–2 writing samples or authored knowledge products (e.g., policy brief, research paper, learning document)