



**Global
Diversity
Foundation**
A world of difference

JOB DESCRIPTION

Position: Legal and Policy Advisor

Salary: to be determined based on experience

Location: Morocco

Start date: As soon as possible

Organisation overview:

[Global Diversity Foundation](#) believes that our future depends on our respectful engagement with the vast biological and cultural diversity of Earth. We work to protect this diversity and enhance socio-ecological wellbeing. We carry out collaborative biocultural projects that build resilience, foster innovation and promote learning. Our work contributes to the growing global transition towards justice, respect and dignity for all beings.

In line with this vision, we seek collaborators who are self-motivated to work autonomously within a horizontal structure to achieve mutually agreed outcomes in our environmental leadership and regional biocultural programmes. We value people who contribute innovative solutions to complex problems, work independently with minimum supervision and share results openly in a collaborative spirit, all while operating with the highest ethical and professional standards.

About the role

We are looking for a Legal and Policy Advisor to join our team on a full-time or part-time basis to contribute to our multi-year [High Atlas Cultural Landscapes](#) programme. To deliver this programme, GDF works in partnership with the [Moroccan Biodiversity and Livelihoods Association \(MBLA\)](#), a non-governmental organisation based in Marrakesh. The successful candidate will collaborate and work closely with MBLA staff in-country as well as remote based GDF staff.

The position is ideally suited to early-career applicants with proven background and experience in public law and policy who will be tasked primarily with carrying out research on Moroccan law and policy in relation to land governance. The ideal candidate must be able to carry out research independently, with minimum supervision, and simultaneously be a collaborative and communicative team-worker.

Responsibilities:

Documentation of the legal framework governing land use practices in the High Atlas

1. This role will focus primarily on contributing to the delivery of GDF's strategy to strengthen communal governance of High Atlas cultural landscapes through the delivery of the following research activities:

- a. Develop a case study of High Atlas sustainable land-use practices and how these contribute to Morocco's implementation of international agreements (CBD, GSPC, ITPGR);
 - b. Carry out a review of Moroccan laws and policies in relation to communal land and resource governance in Morocco, in particular *agdals* (which are ICCAs - Indigenous Peoples and Community Conserved Areas and Territories);
 - c. Conduct research into the relationship between customary and state law in Morocco and how this impacts communal governance.
2. This role may involve conducting or supporting an evaluation of Moroccan law and policy in relation to the commercialisation and trade of wild flora and fauna and other rural products.

Communicate research outputs and processes with GDF-MBLA team

1. With the support of an experienced legal advisor, delivery of a legal review on communal land governance in Morocco;
2. Weekly communication with the GDF-UK Director, GDF Programme Manager, Lead Mediterranean Programme Consultant and Mediterranean Programme Directors, about research activities, progress, challenges, and outputs;
3. Contribution to internal quarterly reports and year-end donor reports for GDF
4. Participation in quarterly team meetings;
5. Delivery of ad hoc reports and updates on activities as and when requested by the team.

Community-based capacity-building on communal governance and related policy issues

1. Conduct internal team training and present research outputs in local and national workshops to help inform municipal and community authorities on national and international legal and policy frameworks pertaining to sustainable land use practices and cultural landscape management in Morocco.

Essential Qualifications/skills

- Master's or PhD degree in a relevant subject (public law, international development studies, land use governance and management, or related field);
- Relevant experience in a similar policy or legal research role;
- Ability to work in multi-disciplinary and multi-cultural teams;
- Experience or knowledge of land governance issues;
- Experience in the preparation of technical and policy reports;
- Availability to travel to High Atlas Amazigh communities and internationally as required;
- Initiative and self-motivation to work relatively un-supervised coupled with excellent team communications skills;
- Excellent oral and written skills in French;
- Good oral and written skills in English;
- Excellent Arabic reading skills;
- Excellent interpersonal, leadership and motivational skills;
- Out-of-the-box, lateral thinker and opportunity-spotter with strong analytic skills;
- Excellent working knowledge of Microsoft Office package;
- Shares GDF vision and values;
- Commitment and drive to support biocultural diversity conservation and management.

Desirable Qualifications/skills

- Experience delivering capacity building activities to local, national and international audiences;
- A strong commitment to participatory approaches with rural communities;
- Previous experience working with an international team;
- Working knowledge of Amazigh.

How to apply:

Please submit a CV and cover letter (either in English or French) to Christina Ashford (GDF-UK Programme Manager) at christina@global-diversity.org

Your cover letter should not exceed two pages and *must clearly demonstrate how your skills, experience and knowledge meet the responsibilities and requirements of the role* (as set out in the job description).

Deadline for applications: Ongoing

We are accepting applications on an ongoing basis until the position has been filled