



Casework Specialist, Investigations, Philippines

Who We Are

International Justice Mission (IJM) is the global leader in protecting vulnerable people from violence around the world. Our team of over 1,200 professionals are at work worldwide in over 30 offices. Together we are on a mission to rescue millions, protect half a billion, and make justice unstoppable.

We are a global community that cares for one another. We believe that the way we work is as important as the results we achieve. We provide professional excellence with joy and celebration to all those we serve.

The Need

For over 25 years, IJM has pioneered the work to protect vulnerable people from violence. 9 out of 9 times in the last decade, IJM's Justice System Strengthening Projects have reduced slavery and violence between 50% and 85% for very large populations of people in poverty.

As we grow to expand our impact to protect 500 million people from violence, we are seeking a Casework Specialist who supports the strengthening of Local Multi-Disciplinary Teams (MDTs) in responding to Online Sexual Abuse and Exploitation of Children (OSAEC) through case generation, intelligence development, investigative mentoring, strategic casework support, and partnership development.

Drawing on professional investigative experience, the Specialist works alongside local law enforcement, prosecutors, and social welfare partners to identify actionable OSAEC cases, strengthen investigative practices, and improve operational outcomes.

Consistent with IJM's sustainability strategy, the Specialist conducts all case generation, intelligence development, investigative activities, and operational support jointly with local law enforcement partners to strengthen their ownership, capability, confidence, and long-term effectiveness.

The Specialist serves as a practitioner-mentor who intentionally transfers investigative knowledge, skills, and decision-making capability to MDT partners through coaching, mentoring, and side-by-side casework. Success is measured not only through stronger case outcomes but through the increased ability of MDT law enforcement partners to independently generate, investigate, and resolve OSAEC cases.

The success of this role is measured by the following Key Result Areas (KRAs) of the successful execution of IJM Philippines' sub-national systems Casework strengthening strategy:

Key Result Areas (KRAs):

1. OSAEC Case Generation and Intelligence Development

Outcome: Increase the number and quality of actionable OSAEC investigations initiated and owned by MDT law enforcement partners.

2. Strategic Casework Support

Outcome: Improve the quality and effectiveness of MDT-led OSAEC investigations.

3. Investigative Mentoring and Capacity Development

Outcome: MDT investigators demonstrate increased competence, confidence, and independence in conducting OSAEC investigations.

4. MDT Capacity Building and Training

Outcome: Strengthened institutional investigative capability and MDT performance.

5. Operational and Partnership Support

Outcome: Strengthened MDT collaboration and improved operational readiness.

6. Monitoring, Learning, and Continuous Improvement

Outcome: Improved MDT performance and sustainable investigative outcomes.

OSAEC Case Generation and Intelligence Development Responsibilities

- Conduct joint case generation activities with MDT law enforcement partners.
- Utilize approved investigative methodologies, community reporting, referrals, intelligence gathering, and open-source research to identify potential OSAEC cases.
- Develop investigative leads and intelligence products for MDT action.
- Coach MDT investigators in lead development, case initiation, and intelligence analysis.
- Monitor emerging OSAEC trends, offender behaviors, online platforms, and risk indicators.
- Strengthen MDT capacity to independently identify, prioritize, and initiate investigations.
- Support identification of high-risk victims, offenders, facilitators, and online exploitation networks.

Strategic Casework Support Responsibilities

- Conduct joint case reviews with MDT investigators.
- Guide MDT investigators in developing investigative plans and strategies.
- Assist MDTs in identifying evidence gaps, investigative opportunities, and priority actions.
- Support evidence collection, preservation, documentation, and case development.
- Promote trauma-informed, victim-centered investigative approaches.
- Participate in MDT case conferences and strategic case reviews.
- Support MDT investigators in progressively assuming leadership of case planning and decision-making processes.

Investigative Mentoring and Capacity Development Responsibilities

- Build trusted mentoring relationships with MDT investigators and law enforcement partners.
- Mentor investigators throughout the entire investigative lifecycle.
- Utilize active cases as practical learning opportunities.
- Model effective investigative practices and professional judgment.
- Provide structured coaching and constructive feedback.
- Support MDT investigators in developing investigative leadership and decision-making skills.
- Conduct learning reflections, after-action reviews, and case debriefings.
- Develop MDT investigative champions who can mentor and support their peers.

MDT Capacity Building and Training Responsibilities

- Deliver training, refresher sessions, and practical workshops on investigative methodologies.
- Facilitate learning on OSAEC dynamics, offender patterns, intelligence development, and investigative best practices.
- Support MDT implementation of standardized investigative processes and tools.
- Strengthen MDT understanding of victim-centered and trauma-informed approaches.
- Promote professional development and continuous learning among MDT members.

Operational and Partnership Support Responsibilities

- Support law enforcement-led operational planning for rescue and arrest activities.
- Participate as a technical advisor during operational coordination meetings.
- Strengthen collaboration among law enforcement, prosecution, and social welfare partners.
- Assist MDT partners in conducting operational debriefs and after-action reviews.
- Reinforce local ownership, accountability, and leadership throughout operational activities.
- Cultivate productive partnerships with government stakeholders and MDT members.

Monitoring, Learning, and Continuous Improvement Responsibilities

- Monitor investigation progress and law enforcement performance indicators.
- Identify barriers affecting MDT investigative effectiveness.
- Document lessons learned, promising practices, and case insights.
- Contribute to casework monitoring, reporting, and performance analysis.
- Recommend improvements to investigative support models and MDT engagement strategies.
- Support replication of successful investigative practices across MDTs.

Core Operating Principle

The Casework Specialist shall ensure that investigative support is delivered through a partnership model that prioritizes government ownership and capability development. All case generation, intelligence development, investigative activities, operational planning, and learning interventions shall be conducted jointly with MDT law enforcement partners whenever feasible.

Success is measured not only by case outcomes but by the increased capability, confidence, and independence of MDT law enforcement agencies to sustain positive outcomes over time.

Supervisory

- Reports to the Head of Casework
- Individual Contributor
- No direct reports

Education and Experience Required

- Bachelor's degree in Criminology, Criminal Justice, Law, Public Administration, Social Sciences, Psychology, Information Technology, Cybersecurity, Computer Science, or related field.
- Minimum five (5) years of professional experience in:
 - Criminal investigations
 - Intelligence operations
 - Cybercrime investigations
 - Child protection investigations
 - Law enforcement operations
 - Prosecutorial support
 - Related investigative disciplines
- Demonstrated experience managing investigations from case initiation through resolution.
- Experience working with multi-disciplinary government stakeholders.
- Experience mentoring, coaching, supervising, or developing investigators, officers, analysts, or related personnel.
- Strong written and verbal English communication skills.
- Proficiency in Microsoft Office applications and online research tools.

Preferred

- Licensed Criminologist.
- Former service with:
 - Philippine National Police (PNP)
 - Women and Children Protection Center (WCPC)
 - Anti-Cybercrime Group (ACG)
 - Criminal Investigation and Detection Group (CIDG)
 - National Bureau of Investigation (NBI)
 - Prosecutor's Office
 - Other investigative or intelligence agencies
- Experience investigating OSAEC, child exploitation, trafficking in persons, cybercrime, organized crime, or related offenses.

- Experience facilitating training or capacity-building initiatives.

Technical Competencies

Investigation and Intelligence

- Criminal Investigation Techniques
- Intelligence Gathering and Analysis
- OSAEC Case Generation
- Lead Development and Validation
- Investigative Planning
- Case Management
- Evidence Development
- Risk Assessment
- Investigative Interviewing

Digital Investigation

- Open-Source Intelligence (OSINT)
- Online Research
- Digital Evidence Awareness
- Cyber-enabled Investigations
- Social Media Analysis

Capacity Building and Mentoring

- Coaching and Mentoring
- Adult Learning Principles
- Training Facilitation
- Performance Improvement
- Knowledge Transfer
- Capability Development

Partnership Management

- Stakeholder Engagement
- Multi-Agency Coordination
- Government Partnership Development
- Facilitation and Collaboration

Non-Technical Competencies

- Mature orthodox Christian faith as defined by the Apostles' Creed.
- Unquestionable integrity and ethical conduct.
- Strong interpersonal and relationship-building skills.
- Ability to influence without direct authority.
- Strong emotional intelligence.
- Patience, humility, and servant leadership.
- Professional judgment and discretion.
- Ability to manage sensitive and confidential information.
- Resilience and adaptability in dynamic environments.

- Strong analytical and problem-solving abilities.
- Cross-cultural effectiveness.
- Growth mindset and commitment to continuous learning.
- Commitment to child safeguarding and victim-centered practice.

Ideal Candidate Profile:

The ideal candidate is a former investigator, detective, intelligence officer, cybercrime practitioner, or law enforcement professional who has successfully conducted complex investigations and can transition from being the primary investigator to becoming a mentor-investigator—someone who generates cases, conducts joint investigations with MDT partners, and intentionally develops the next generation of local investigators through coaching, mentoring, and practical case-based learning.

Other Duties:

This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities for the position. Duties, responsibilities and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor.

Application Process:

Please submit your Resume/CV and Cover Letter to **phpeoplesupport@ijm.org** not later than **30 October 2026**.

Remarks: Only shortlisted candidates will be contacted.

IJM holds strict safeguarding principles and a zero tolerance to violations of the Safeguarding Policy, Protection against Sexual Exploitation, Abuse and Harassment Policy, and Code of Ethics. Candidate selection is based on technical competence, recruitment, selection and hiring criteria subject to assessing the candidates value congruence and thorough background, police clearance, and reference check processes. IJM requires a background check, police clearance and thorough review of references with an employment offer and/or employment contract.