Consultancy Opportunity

Terms of Reference

Assignment: Protection Consultant for Europe
Unit: Programme Coordination Unit (PCU)
Reports to: Programme Coordinator Europe
Availability: Immediately
Location: Europe (Eastern Europe and Caucasus)
Duration and type of contract: consultancy agreement (min. 30 hours/week) until 31 December 2021, with the interest in extending it for one additional year depending on performance and available funds.

About Protection International:

Protection International (PI) is an International NGO that contributes to the improvement of the protection of human rights defenders (W/HRDs) throughout the world. PI provides tools to develop W/HRDs’ capacities to manage their own security as their struggle against impunity and work in favour of human rights and democracy in their respective countries or regions. PI seeks to contribute to a situation where W/HRDs are recognised as legitimate actors for social change and to an environment where they can exercise their right to defend universally accepted human rights.

Protection International has its global office in Brussels, but primarily works where protection of W/HRDs is needed. PI has long-term presence in several countries of Africa, Asia and Latin America. Under its Global Strategy 2019-2023, PI is gradually transforming into a network of Hubs, establishing regional offices that work in a flexible manner across several countries.

PI is aware there has been a progressive erosion of democratic values and a proliferation of discourses of hatred and discrimination worldwide in recent years. Europe and its neighbouring regions are not an exception to this global “anti-human rights” trend. Recent political developments in the European Union and its neighbouring countries, show that human rights are increasingly being questioned, civic space is progressively more narrowed and even repressed, and those who defend human rights are delegitimised, harassed, criminalised and even physically attacked.

Following an initial internal assessment and country analyses, PI intends to initiate operations in European countries with a first focus on Eastern Europe and Caucasus region.

Capacity-building work of PI:

PI offers tailored onsite and online capacity building support on security management and protection. PI protection staff support communities, organisations and individual W/HRDs in assessing their risks in their specific contexts and work towards developing and implementing
comprehensive security plans and protocols that address their physical and digital security as well as important aspects of self-care and well-being. The support is shaped by a thorough assessment prior to the workshops, a comprehensive analysis and recommended course of action afterwards. Going beyond one-off sessions, PI’s capacity-building approach builds on follow-up support – both onsite and over distance – accompanying defenders in weaving security management into all aspects of their work at the individual, organisational and community levels. PI employs a mix of workshops, consultations and coaching sessions with participative learning methods and the possibility of combining onsite and online support.

The Protection Consultant for Europe will initially receive induction and training on PI approaches and methodologies. This process will be coordinated/overseen by the Policy, Research and Training Unit (PRTU).

**Main duties and responsibilities of the Consultancy:**

As an expert in the field of W/HRD protection, the key purpose of the Protection Consultant for Europe is to undertake tasks on the following areas:

- In close collaboration with the Programme Coordination Unit (PCU): reaching out to new potential partners and donors and support in the collection of data necessary for the designing of proposals as well as for preparing reports.
- If necessary, support PCU in collecting information about national legal/administrative requirements to implement our activities.
- Delivery of programmatic capacity-building support to W/HRDs and their civil society organisations (CSOs) on security and protection management, in countries in Eastern Europe and Caucasus region (where Russian is the lingua franca).
- Prepare, deliver and report on consultancy services (i.e. ad hoc requests of support) assigned by PI, in coordination with the Service Development Officer and the Head of PRTU.
- Represent PI in official meetings with key stakeholders as well as with partners and donors.
- Deliver the E-learning course of PI as a tutor for Russian speaking audiences.

**Skills & experience:**

- Previous work experience: at least 5 years of proven and comprehensive experience on protection and security management for CSOs and W/HRDs that includes aspects of physical protection, wellbeing and digital security.
- Solid understanding of organisational dynamics, profound knowledge on capacity building approaches and W/HRDs’ needs with a proven track record delivering capacity-development sessions to diverse audiences using adult learning and popular education pedagogical principles and tools.
- Candidate’s knowledge of PI methodologies (or on adult and popular education) is highly desirable.
- Demonstrable capacity to communicate clearly and effectively, both orally and in writing to a wide range of – expert and non-expert – audiences.
- A relevant degree – preferably a Masters’ degree – in Social Sciences (political science, sociology, international relations, anthropology), educational sciences and similar fields. A demonstrable focus on human rights is desirable.
- Relevant working experience in the Eastern Europe and the Caucasus regions.
- Expertise in or experience with psychosocial approaches highly desirable.
- Expertise in or experience with monitoring and evaluation tools is a strong asset.
- Familiarity with gender equality and intersectional issues (gender, age, social class issues) is a strong asset.
- Attention to detail, ability to work under pressure and solution oriented.
- Enthusiastic, self-starter who is able to work autonomously and in small, decentralised teams, and think outside the box.
- Able to work in teams as well as to take initiative and work autonomously.
- Availability to travel frequently to different countries in Europe and Caucasus region is required.
- Fluency in English and Russian (written and oral) is essential. Capacity to work and communicate (orally and in written) in other local European languages, as well as Spanish and/or French is an asset.
- Preferably based in targeted region (Eastern Europe, Caucasus region).

**To apply:**

To apply for the position please send your resume (CV), cover letter (max two pages) including your availability, and names and contact details of 2 references before **31 March 2021 (24:00 UTC+1)** to the following email: recruitment@protectioninternational.org. Please include the subject line: “Application for Protection Consultant for Europe”.

Include your name in the file name of your application documents, e.g. **Tatjana_Ivanov.CV.docx**. Do not attach any certificates or references at this stage of the recruitment process. These will be required at a later stage.

Only shortlisted candidates will be contacted for a first-round of interviews on a rolling basis and until **30 April 2021**.