



VACANCY: PROTECTION INTERNATIONAL REPRESENTATIVE IN COLOMBIA

Extended: Please send your resume and motivation letter before June 25th, 2019 to the following email (English only): recruitment@protectioninternational.org, mentioning "Protection International Representative in Colombia" in the subject line.

Start date: August 2019

Protection International (PI) is an international non-profit organization that supports human rights defenders in developing their security and protection management strategies. PI researches strategies and security management tools that empower human rights defenders, organisations and communities to protect themselves; and shares its expertise in this area with people at risk due to their human rights work. PI tailors its approach to context and profile and always works in partnerships with defenders and local human rights movements.

PI has been working since 2004 with local partners in over thirty countries across the globe. Currently PI maintains presences in Thailand, Indonesia, Kenya, DR Congo, Colombia, Guatemala, and Belgium (Global Office).

THE ROLE:

PI is recruiting a PI Representative in Colombia that will be based in Bogotá.

The PI Representative in Colombia is responsible for the overall management of PI programmatic activities in Colombia, and contributes with his or her specific technical skills to the implementation of PI's activities and objectives. The representative is the first link between PI and their local partners for the operation of the programme.

KEY RESPONSIBILITIES

- Legal representation and support the process of registration of PI in Colombia; as well as the establishment of PI office in the country.
- Supervise the design and implementation of annual work and annual budgets in Colombia in line with PI Global Strategy 2019-2023; and in coordination with PI's local partner.
- During the first year, the PI Representative will develop a national diagnosis of protection opportunities and needs for human rights defenders with a territorial



approach, to identify opportunities for action in Colombia, taking into account local realities and innovative actions that may complement the initiatives already developed by civil society in the country.

- Monitoring of ongoing funded projects and oversee the necessary narrative and financial reporting in compliance with PI's requirements as well as those of the donor.
- Actively seek funding opportunities in Colombia and develop / maintain sound working relations with partners and donors.
- Human resources management of a growing team as well as security management for PI staff in Colombia.
- Analyze the political context in Colombia and the region and its impact on the work of defenders, identifying new trends and areas of intervention.
- Develop a monitoring and evaluation framework jointly with/in coordination with PI Global to be applied in all projects undertaken.
- Productively engaging with relevant stakeholders, diplomatic missions, UN bodies, local NGOs, communities and INGOs; and government authorities;
- Identify new trends, risks and developments affecting W/HRDs and propose practical interventions geared towards increasing their security;
- Contribute to the development of Colombia security plan, implement it, update it and abide by it.
- Contribute to PI Global learning and knowledge sharing across the organization;
- Coordinate with other PI Representatives in the region; but also in Africa, SE Asia and Europe.
- Collaborate on joint research projects in coordination with the Policy, Research and Training Units.
- Inform and participate in PI's annual meetings, such as the Global Seminar and Regional meetings.

REQUIRED QUALIFICATIONS AND EXPERIENCE:

- Relevant academic background (international law, political sciences, sociology, among others). Postgraduate studies will be an asset.
- Minimum 6 years of working experience and at least 3 years in a similar position or as an Executive Director of a national NGO.
- Sound experience and a proven record of accomplishment in management at national level.
- Preferably with experience in international organizations, working with vulnerable populations, rural communities, human rights defenders and social leaders.
- Extensive knowledge of the national – and ideally regional - context, including human rights issues and solid experience working with human rights defenders and in close collaboration with civil society.



- Colombian citizenship or legal authorization to work in Colombia.

SKILLS AND KNOWLEDGE:

- Commitment to PI's mission and to the work of human rights defenders;
- Excellent knowledge of the international human rights system as well as of international, regional and national mechanisms for the protection of human rights defenders;
- A proven ability to plan strategically;
- Entrepreneurship and ability to work in a flexible environment;
- Management experience;
- Alliance builder;
- Strong negotiation skills and the ability to influence others;
- Capacity to motivate colleagues and to assume leadership;
- Strong interpersonal skills and ability to work in a multi-cultural team with respect for diversity;
- Fluency in Spanish and good written and oral communication skills in English are required;
- Ability to travel in the Region and overseas;
- Commit to confidentiality with regard to internal issues.

THE OFFER:

Fixed term contract on successful completion of 2 month probation. Competitive benefits and gross monthly salary in line with the sector, commensurate with skills and experience. The position is based in Bogota with a full time dedication.

Desired start date: 01 August 2019.

APPLICATION PROCESS:

Send your resume and motivation letter before June 16th, 2019 to the following email (English only): recruitment@protectioninternational.org, mentioning "Protection International Representative in Colombia" in the subject line.

Include your name in the file name of your application documents, e.g. Hugo_Lopez_CV.doc. Submit names and contact details of three references together with your application. Do not attach any certificates or references at this stage of the recruitment process.

Interviews are tentatively planned for the week 01 – 05 July 2019.



PI promotes gender equality and strongly encourages women applicants to apply for this position.

Further information about Protection International can be obtained at www.protectioninternational.org or for specific queries about the recruitment process by contacting crisrina.guevara@protectioninternational.org

Please note: Only short-listed candidates will be invited for interviews.