

Call for Applications – E-learning Consultant

Job Title: E-learning Consultant – Revamp of PI’s LERNI and E-learning Platforms

Location: Remote

Duration: 3.5 Months

Starting date: 1st September

Line manager: Policy, Research and Training Unit team

About PI

Protection International (PI)’s mission is to support human rights defenders (HRDs) and their collectives through preventive and comprehensive collective protection approaches. PI aims to foster resilience among HRDs, mitigate risks they face, and ensure their safety by holding duty bearers accountable and garnering support from key stakeholders.

The organization’s vision is a world where fundamental human rights and freedoms are universally respected, and everyone can defend these rights without fear of threats or attacks. PI’s history includes a significant decentralization process that began in 2019, evolving from a centralized head office model to a network of Regional Hubs and Country Offices. This shift was aimed at creating more grounded and context-oriented decision-making, aligning with their grassroots approach to support HRDs effectively. Our geographical reach is global, with a focus on East and Central Africa, South East Asia, and Central and Latin America.

Rationale

As part of Protection International’s strategic focus on Knowledge Management and Cross-Regional Learning, PI is revamping its online learning platforms based on Moodle: the internal LMS (LERNI) and the external E-learning course for human rights defenders (HRDs) and civil society organisations (CSOs). The revamp aims to increase accessibility, engagement, and learning impact for both internal staff (in LERNI), and HRDs and CSOs globally (in the E-learning course).

General Objective

We are seeking an experienced e-learning consultant to support the redesign and enhancement of Protection International’s Moodle-based learning platforms: the internal LMS (LERNI) and the external E-learning course for human rights defenders (HRDs) and civil society organisations (CSOs).

The consultant will lead on content restructuring, design improvements, and pedagogical development to ensure that both platforms are accessible, engaging, and aligned with PI’s strategic priorities and learning methodologies.

Specific Objectives

- Modernise the structure, content, and visual identity of both LERNI and the E-learning course modules.
- Make the E-learning course fully asynchronous and self-paced, with minimal targeted human (tutors’) intervention.
- Enhance user engagement and retention using additional elements, such as interactive features, gamification, branching scenarios, badges, progress tracking, AI-driven customisation, etc.
- Update and expand training modules on LERNI, including internal PI policies and procedures.
- Improve platform accessibility, mobile interface compatibility, and low-bandwidth usability.
- Ensure alignment with PI’s current methodologies and strategic priorities.

Scope of Work and Deliverables

1. Redesign the structure, content, and visual identity of both platforms to align with PI’s current methodologies, approaches, and strategic priorities.
2. Transform the E-learning course into a fully asynchronous and self-paced learning experience, with minimal and targeted, to no human intervention. This includes:

- Integrating quizzes, self-assessments, evaluations, and final reflection prompts to support autonomous learning and link to practice.
 - Addressing dropout rates by increasing engagement and simplifying learning pathways.
 - Exploring the use of two formats: (1) with human support, and (2) fully self-guided.
 - Reviewing and editing the existing texts for clarity, accuracy, and coherence.
 - Streamlining the number of modules and identifying core content to retain.
 - Reducing the reliance on heavy reading materials by converting content into more engaging formats (e.g., gamification, branching scenarios, and video- or audio-based).
 - Introducing tailored learning paths based on a preliminary quiz or menu selection, potentially linked to differentiated payment options.
3. Update and expand the LERNI platform by:
- Designing a more efficient, clear, and engaging structure for our staff training modules on organisational policies. This includes advising us on the overall architecture and flow of the training content to ensure coherence, accessibility, and pedagogical soundness.
 - Developing and delivering complete training modules for key thematic and operational areas—such as anti-corruption, advocacy, risk management, and internal policy training—not just updating current content. This includes converting existing contents (e.g., on finance, fundraising, advocacy operations) into full-fledged, interactive, and effective learning materials.
4. Improve technical performance, usability, and accessibility by:
- Consulting with our Moodle hosting provider to explore mobile optimisation, and offline accessibility options.
 - Identifying broken links, outdated formats, and known technical limitations.

Consultant Profile

Proven experience of 3+ years with e-learning design, LMS development, and content gamification. Knowledge of Moodle is an advantage.

- Strong writing and instructional design skills.
- Familiarity with Moodle, H5P, Powtoon, Canva.
- Ability to work collaboratively with internal staff and external technical partners (e.g. Moodle provider).
- Experience working with NGOs or human rights-related organisations is an asset.

Timeline

To be determined in agreement with PI. Tentative activities include:

- Weeks 1–4: Needs assessment and planning
- Weeks 5–8: Content revision and gamification design
- Weeks 9–12: Technical testing and finalization
- Weeks 13–14: Capacity transfer and final documentation

REPORTING LINE

The consultant will report to the Head of Policy, Research and Training Unit and coordinate closely with appointed internal staff (PRTU and IT team members)

APPLICATION PROCESS

Applications should include:

- Technical proposal (max 5 pages)
- CV with portfolio with relevant experience, including references that we can check
- Budget proposal

To be sent to: recruitment@protectioninternational.org

Deadline: **3 August 2025**

Note: applications will be reviewed on a rolling basis.

Job Requirements

EDUCATION	Required	Preferred
University degree in instructional design, education, digital learning, or a related field; or equivalent professional experience (minimum 3 years) in e-learning development.	X	
EXPERIENCE	Required	Preferred
Minimum 3 years of experience in e-learning design, online course development, or digital education.	X	
Proven experience in using e-learning platforms for course creation and delivery. Experience working with Moodle is an advantage.	X	
Experience working with NGOs or international organisations on learning and training initiatives.		X
KNOWLEDGE & SKILLS	Required	Preferred
Strong instructional design skills and understanding of adult learning principles.	X	
Ability to integrate interactive and gamified elements into online learning (e.g. H5P, branching scenarios).	X	
Experience with authoring tools and platforms such as Moodle, H5P, Powtoon, and Canva.	X	
Familiarity with mobile-first and offline-accessible learning design.		X
Excellent writing, editing, and visual communication skills.	X	
Ability to work independently and collaboratively with remote teams.	X	
LANGUAGES	Required	Preferred
Fluently spoken and written English	X	
Working knowledge of French and Spanish		X

Budget & Time Frame

The consultancy is expected to begin on 1 September 2025 and will last for 3.5 months.

The total budget available for this consultancy is up to **EUR 25,000**, including all taxes and fees.

The final amount will be determined based on the agreed scope of work, timeline, and level of expertise.

PI Values

- **Solidarity / Collaboration:** We are committed to stand with W/HRDs and their struggle to strive for worldwide solidarity that goes beyond borders and identities.
- **Grassroots ethos:** We are committed to identify the needs of W/HRDs and their communities, to adapt to their realities (cultural, historical, economic, etc.), to value their work and to support their initiatives.
- **Commitment to human rights:** We believe that the respect of human rights will contribute to a more just global society, where everybody has the right to defend human rights and fundamental freedoms without discrimination based on their identity, nor fear of threats and attacks.
- **Participatory decision-making:** We promote the respect and participation of everyone in the decision-making process, and value collaborative decision-making processes. We are committed to horizontal and active listening - recognizing the value in diversity of skills and ideas.
- **Accountability and integrity:** We are committed to share with others (both internally and externally), what we do, as an exercise of transparency that reflects a reliable and credible organization, fostering trust amongst our partners. We maintain a zero-tolerance policy on corruption.
- **Creativity / learning:** We are committed to reflecting on our individual and collective practices; learning from our mistakes; being open to new ideas and ways of working; sharing internally in order to learn; innovating



and improving our level of understanding; and putting into practice and sharing externally in order to contribute to the work of others.

Professional Standards

All Protection International members (staff, volunteers and interns) are committed to the PI policies such as the Anti-Corruption Policy, the Security Management Policy and the Policy upon Protection against Harassment, Abuse, and Exploitation & Discrimination. Protection International (PI) is an Equal Opportunity Employer and is committed to gender equality and respect for diversity.

All staff and consultants are expected to adhere to PI values, policies, and procedures.

Disclaimer Clause

This consultancy description is not an exhaustive list of the skills, effort, duties and responsibilities associated with position.