

Call for Applications – Pedagogical Video Design Consultant

Job Title: Video Design Consultant – Development of Pedagogical Short Videos for an E-learning Course on the Protection of Human Rights Defenders

Location: Remote

Duration: 3 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

Human rights defenders (HRDs) play a crucial role in promoting justice, accountability, and the protection of fundamental freedoms. However, they are increasingly facing threats, harassment, and violence in many parts of the world. Strengthening their capacity to protect themselves and their collectives is essential to sustaining their work and ensuring that human rights are respected.

To enhance the accessibility and engagement of PI's E-learning course on security and protection management of HRDs, as well as PI's internal Learning Management System (LMS) platform (LERNI) for its own staff, this consultancy will support the development of a series of pedagogical short videos. These videos will serve to illustrate key concepts, practical strategies, and contextual challenges through dynamic, engaging visual content that complements written and interactive learning materials. The videos will be designed to meet adult learning principles and adapt to a variety of global contexts, with special attention to diverse gender, intersectional, and regional realities.

General Objective

To develop at least two high-quality, pedagogical short animation videos that form a core component of an e-learning course aimed at strengthening the protection capacities of human rights defenders.

Specific Objectives

- Translate key course content into engaging visual and narrative formats tailored for adult learners.
- Develop scripts/storyboards for each video, in consultation with the content development team.
- Produce and deliver fully edited short videos (2–4 minutes each), suitable for integration into the e-learning platform based on Moodle.
- The work of the videomaker includes pre-production, research, design, storyboarding, animation, editing, and related production.
- Ensure that video content is context-sensitive, accessible, and aligned with the course's tone, learning objectives, and pedagogical approach.
- Videos dubbed in multiple languages: VO production English, French, Spanish, Russian (for each video)

Scope of Work and Deliverables

Under the supervision of the Head of Policy, Research and Training and in collaboration with the E-learning course coordinators, the consultant (or consulting team) will:

1. Review and understand the course objectives, modules, and audience profile.
2. Co-develop a detailed production plan and video structure (animation, motion graphics, live-action, voice-over, etc.).
3. Draft scripts and/or storyboards for each video and incorporate feedback.
4. Produce, record, and edit at least two (2) short videos (duration: 2–4 minutes each).
5. VO production English, French, Spanish, Russian (for each video)
6. Ensure all videos meet technical requirements for the e-learning platform in Moodle (e.g. resolution, file size, format).

Deliverables

1. Inception report and video production plan (including creative direction, technical specifications, timeline).
2. Scripts and storyboards for approval.
3. Draft versions of all videos for feedback.
4. Final versions of at least 2 pedagogical short videos (2–4 minutes each), including:
 - Edited video files in high resolution (MP4 format).
 - VO production English, French, Spanish, Russian (for each video).
 - Editable project/source files (e.g., Adobe Premiere, After Effects, Illustrator).
5. Final report (2–3 pages max.) outlining the process, key recommendations, and use guidance.

Consultant Profile

The ideal consultant or firm will have:

- Proven experience in educational or advocacy video production, with a portfolio of similar work.
- Demonstrated capacity to translate complex concepts into clear and engaging visual narratives.
- Experience working on human rights, social justice, or similar thematic areas.
- Strong graphic design and video editing skills (e.g., Adobe Creative Suite, DaVinci Resolve).
- Experience producing content for e-learning environments and diverse, global audiences.
- Experience working with NGOs or human rights-related organisations is an asset.

Timeline

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

- Week 1: Kick-off and work plan
- Week 2: Video concept note & style guide
- Week 3: Finalised scripts/storyboards
- Weeks 4–8: Production and submission of video drafts
- Weeks 9–10: Review and revisions; delivery of final videos
- Week 11: Delivery of editable/source files
- Week 12: Final handover and wrap-up

REPORTING LINE

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

Application Process

Applications should include:

- Succinct technical proposal
- CV with portfolio with relevant experience, including references that we can check
- Budget proposal

To be sent to: recruitment@protectioninternational.org

Deadline: **27 July 2025**

Note: applications will be reviewed on a rolling basis.

Job Requirements

EDUCATION	Required	Preferred
University degree (or comparable professional experience in lieu of formal education) in communication, media production, graphic design, animation, education technology, or a related field.	X	
EXPERIENCE	Required	Preferred
Minimum 5 years of in video production for educational, advocacy, or human rights-related projects.	X	
Demonstrated experience in creating short-form pedagogical or explainer videos for online courses or public education campaigns.	X	
Experience working with NGOs or international organisations on learning and training initiatives.	X	
Experience producing content for global and diverse audiences, including adaptation for multiple formats and platforms (e.g., LMS, mobile devices, YouTube, Vimeo).	X	
KNOWLEDGE & SKILLS	Required	Preferred
Strong proficiency in video editing software (e.g., Adobe Premiere Pro, After Effects, Final Cut Pro, DaVinci Resolve).	X	
Skills in graphic design and animation (e.g., Illustrator, Photoshop, After Effects, Blender, or similar tools).	X	
Excellent understanding of instructional design principles, especially in translating complex topics into engaging visual content.	X	
Strong organizational and communication skills, including the ability to incorporate feedback from multiple stakeholders.		X
Ability to work independently and collaboratively with remote teams, meet deadlines and manage a multi-step production process with attention to quality and accessibility.	X	
LANGUAGES	Required	Preferred
Fluently spoken and written English	X	
Working knowledge of French and Spanish and advantage		X

Budget & Time Frame

The consultancy is expected to begin on 1 September 2025 and will last for 3 months.

The total budget available for this consultancy is up to **EUR 12,500**, 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.