

Call for Applications – Pool of Trainers on Security and Protection for HRDs

*Are you an expert in physical or digital security, or psychosocial support to Human Rights Defenders (HRDs)?
Are you experienced in designing and delivering training sessions that are participatory, practical, and tailored to diverse audiences?*

Are you motivated to support HRDs and organisations worldwide in strengthening their protection strategies and resilience?

If yes, this call to join Protection International's Pool of Experts on Security and Protection Training might be for you!

Please feel free to apply or share this opportunity with colleagues and peers who may fit the profile.

We look forward to receiving your application and exploring the potential of working together.

Job Title: Expert on security and protection training for Human Rights Defenders (HRDs).

Location: Worldwide.

Type of contract: Project based consultancy contract under a framework agreement.

Line manager: Head of Policy, Research and Training Unit.

About PI

Protection International (PI) is an International NGO that contributes to the improvement of the protection of Human Rights Defenders (HRDs) throughout the world. PI provides tools to develop 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 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 HRDs is needed. PI has a long-term presence in several countries of Africa, Asia and Latin America.

General Objective

PI aims to create a Pool of Experts on Security and Protection Training to provide timely, high-quality, and context-sensitive workshops. This initiative will enhance PI's capacity by supplementing in-house expertise and empowering HRDs and partner organisations to strengthen their protection strategies.

By establishing a **Pool of trainers**, PI will be able to:

- Secure rapid access to a wide range of trainers and specialists with proven expertise in security and protection.
- Ensure continuity and flexibility in delivering training when in-house trainers are unavailable.
- Strengthen our ability to meet the needs of HRDs and partner organisations globally.
- Enhance the quality, diversity, and reach of our capacity-strengthening services through collaboration with experts bringing different regional and thematic perspectives.

This approach will allow PI to remain agile and responsive in a rapidly changing context, while ensuring consistency and quality across all training initiatives.

Duties & Responsibilities

Selected experts may be requested to provide a range of services, depending on PI's needs and the context of each assignment/project. These may include, but are not limited to:

- **Training delivery:** Facilitate in-person, online, or hybrid training on physical security, digital security, or psychosocial support. Training may target different audiences, including individual HRDs, grassroots organisations, international organisations and PI's partner institutions, and should be adapted to their specific contexts, risks, and capacities.
- **Curriculum and material development:** Design or adapt training modules, handbooks, presentations, exercises, and other pedagogical tools tailored to the needs of diverse audiences. Materials should apply participatory and adult-learning methodologies, and be accessible to participants with varying levels of technical knowledge. Before each service assignment, PI will conduct a quality review of all materials and texts to ensure they are consistent with PI's policies, principles, and communication standards.
- **Advisory support and assessments:** Provide short-term advisory services such as needs assessments, security diagnostics, or the evaluation of existing protection strategies. Experts may also be asked to draft concise reports or recommendations to guide PI and its partners.
- **Capacity-strengthening and mentoring:** Contribute to strengthening the long-term protection capacities of HRDs and partner organisations. This may involve follow-up coaching or mentoring after training sessions, sharing best practices, or advising on organisational protection policies.
- **Collaboration with PI staff:** Work closely with PI teams to ensure alignment with PI's methodology, principles, and safeguarding standards, and to contribute to the overall coherence of PI's training offer.

Duration of the project assignment will be communicated and agreed upon prior to the start of the assignment.

**Note: The scope of services is indicative and will be determined on a case-by-case basis depending on PI's operational needs.*

Job Requirements

Education

- Specific training on physical, digital security and/or psychosocial support to Human Rights Defenders (*mandatory*).
- Specific training in other areas of support to Human Rights Defenders (advocacy, legal matters, etc.)

will be highly valued.

- University degree or equivalent education in Human Rights, Social Work, Education, Community work, Development, or a related field (*preferred, but not mandatory*).

Experience

- Demonstrable and significant experience in delivering capacity-strengthening initiatives for Human Rights Defenders, their organisations, and/or communities.
- Demonstrated significant experience in designing and delivering participatory, engaging, and results-oriented workshops.

Skills & Knowledge

- Demonstrable knowledge of the fundamental principles of collective protection and HRDs protection tools, specifically in areas such as: physical security, digital security, psychosocial support, OR other fields such as advocacy or legal advice for HRDs.
- Strategic mindset with the ability to clearly condense ideas and information into forward-looking goals
- Strong facilitation skills, particularly in ensuring all participants contribute while maintaining focus on session objectives.
- Skilled in designing workshops (online and/or onsite and/or hybrid) that promote active engagement, participation, and evidence-based action.
- Demonstrated expertise in inclusion and marginalisation within human rights and development, with a specific focus on anti-colonialism, anti-racism, intersectional feminism, human rights-based approaches, and solidarity with human rights defenders.
- Ability to work independently and collaboratively with a team.

Languages

- Fluently spoken and written English or French or Spanish.
- Other languages are desirable, including lesser-spoken languages.

Eligibility and obligations of experts

Accordingly, services may be contracted from independent professionals, consultancy firms, or other experts from the non-profit or social sector, depending on the needs of each assignment.

Obligations of contracted professionals and/or entities:

1. Demonstrate that they are legally authorised to work as independent consultants or entities in their country of registration/residence.
2. Ensure that all documentation, materials, and communication generated as part of the assignment reflect PI's values, avoiding any discriminatory content and promoting equality and inclusiveness.
3. Deliver the services in line with the agreed Terms of Reference, in the locations, formats, and timelines defined with PI.

4. Where applicable, demonstrate the necessary professional certifications or qualifications required to deliver specific training.
5. Comply with the applicable labour, tax, and social security regulations in their country of registration/residence. PI will not assume responsibility for the consultant's non-compliance with such regulations.
6. Agree, acknowledge, respect and comply with PI internal Policies such as Code of Conduct, Anticorruption Policy, Policy for the Protection from Abuse, Harassment, Exploitation and Discrimination, Child Safeguarding Policy, Risk Management Policy, a.o.
7. Interact respectfully and professionally with participants, PI staff, and any other stakeholders involved, following all of PI internal Policies.
8. Provide a qualified substitute in case of unavailability due to illness, incapacity, or other valid reasons, subject to PI's approval.
9. Accept PI's right to request the replacement of any consultant whose performance or conduct undermines the quality or integrity of the assignment.
10. Be accountable for any damages or losses caused to third parties in the course of delivering the assignment.

Contracting modality

Experts included in the Pool of trainers shall be engaged as independent consultants under consultancy agreements. **The inclusion in the Pool of trainers, however, does not represent an employment relationship with PI, nor does it imply a guarantee of assignments.** Instead, it provides a mechanism for PI to access pre-identified expertise in a timely and efficient manner when training needs arise.

Services will be contracted on a case-by-case basis, depending on PI's operational priorities, available budget, and the specific requirements of each assignment. Each contract will be governed by a dedicated Terms of Reference (ToR), a Framework Contract Agreement and an Annex which will outline the scope of work, expected deliverables, duration, reporting lines, and agreed fees.

Consultancy agreements may vary in length and intensity, ranging from a few days of training delivery to longer-term engagements involving curriculum design, advisory support, or mentoring. PI may prioritise experts with relevant local, national or regional knowledge, language skills, or previous collaboration with HRDs in similar contexts.

On PI's duty of care:

PI's activities are carried out within the context of the Risk Management Policy, which applies to all PI staff, board members, consultants and volunteers. This policy establishes a unified framework for PI to identify, assess, prevent, mitigate and respond to risks that may affect its operations. It also establishes PI's Institutional Risk Management Framework, which defines the

principles, processes and structures, as well as the organisation's risk management plan, such as guidelines, standard operating procedures and emergency protocols to be applied by all offices.

Standard rates

Applicants should propose standard rates that align with the scope of services and geographical coverage. While the consultant's fee indications serve as a reference, the final service fee will be mutually agreed upon by PI and the consultant during contracting, based on the specific Terms of Reference for each mission.

- **Rates:** Applicants should indicate their standard daily and hourly consultancy rates in their applications. These rates should include all relevant taxes.
- **Range of fees:** PI sets a maximum ceiling for consultancy fees, guided by donor requirements and market standards. The final fees are determined by several factors, including the training duration, the consultant's expertise, the required preparation, and whether the activity is delivered in-person, online, or as a hybrid.
- **Travel and logistics:** When travel is necessary consultants are responsible for their own logistical arrangements including coverage by international/national health insurance or national social security should the training happen in their country of residence or abroad ensuring health coverage and treatment, unless stated otherwise. PI will reimburse travelling expenses adhering to PI's policies and donor guidelines.
- **Invoices and payment:** Consultants are required to submit an invoice at the culmination of their assignment. This invoice should provide a detailed breakdown of working days/hours, accompanied by completed timesheets and an update on the status of deliverables. For extended services, payments may be disbursed in installments; however, all payments are contingent upon the validation of services rendered and adherence to PI's standard payment schedule.
- **Deliverables required for payment:** Payments are dependent on the submission of the agreed deliverables (e.g., training materials, attendance sheets, and evaluation reports) and PI's confirmation of satisfactory assignment completion.

Inclusion in the Pool does not guarantee a minimum number of assignments or income.

Application process

Interested experts are invited to apply by completing the **online application form** provided by Protection International via the link below **and** by submitting the required **supporting documents via email**. Both steps are mandatory. Applications that do not include both of these components will not be considered.

1. **Online application form:** Candidates must complete the Google Form at the following [link](#).

The form will be used to gather personal information, including areas of expertise.

2. **Supporting documents:** In addition to completing the online form, candidates must send the following documentation by email to recruitment@protectioninternational.org mentioning “POOL OF TRAINERS” in the subject line:
 - a. **Technical methodology (PDF):** An example of a training session you have designed and delivered in the past. If necessary, please omit names or sensitive details of training beneficiaries.
 - b. **CV:** Include experience in designing and implementing support processes for HRDs, communities, or international human rights organisations.

Applications will only be validated if both the Google Form and the supporting documents are received. Incomplete applications will not be considered.

- **Deadline:** 28th October 2025, 23:59 CET.
- **Questions:** Applicants may submit questions related to this call by email to recruitment@protectioninternational.org (mention “Pool of trainers” in the subject line) **until 16 October 2025 at 23:59 CET**. A consolidated response to frequently asked questions may be shared to ensure fairness and transparency. Please stay attentive to the call announcement, as the link to the consolidated responses will be published there.
- Include your name in the file name of your application documents, e.g. Mary_Smith_training_session.pdf

Notes:

- Applications will be reviewed on a rolling basis.
- Only shortlisted applicants may be contacted for clarification or further information. Inclusion in the Pool does not guarantee an assignment.

The data shared with PI will only be used to create the Pool of Experts and to contact the consultants for potential collaborations. All information will be processed and stored in compliance with GDPR regulations.

Protection International is an equal opportunity employer. The organisation shall not discriminate and will proactively apply affirmative action principles against discrimination in advertisements, recruitment and other conditions of our search for candidates, preventing discrimination against any candidate on the basis of race, colour, gender, national origin, age, religion, creed, disability, sexual orientation, gender identity or expression.

Adhering to Protection International means to comply with our Code of Conduct & Ethics, Anti-Corruption Policy, Security Policy, Conflict of Interest Policy, Child Safeguarding Policy, Policy for Protection from Harassment, Abuse, Exploitation and Discrimination.

Time frame

The Pool of Experts will be established for an initial period of 3 years, with the possibility of renewal based on organisational needs.

Protection International's values are:

- 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 - recognising 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 organisation, 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.

Additional Information: Further information about Protection International is available on www.protectioninternational.org.