

The Secretariat of ProtectDefenders.eu is looking for a organizational development strategy consultant

As part of its ongoing growth and expansion, the Secretariat of ProtectDefenders.eu is looking for an organizational development strategy consultant. The consultant will support the Secretariat in developing a strategic direction and action plan, in addition to support the Secretariat in its internal restructuring in close collaboration with the Board and Consortium members of ProtectDefenders.eu.

The aim of the consultancy is to assist the Secretariat in the development of an organizational strategy through workshops and consultations.

DELIVERABLES

- Assessment of the current structure of the Secretariat and its programmes (organizational review).
- Support the building of the strategy through group consultations with relevant stakeholders. Expected components include (non-exhaustive list):
 - Consultation with Secretariat, Board & Consortium in view of leading an on-line or in-person workshops;
 - Support creation of intention around growth or consolidation as well as creation of a shared organizational narrative
 - Support developing of an organizational identity; including mission statement development and definition of shared identity
 - Facilitate discussions around the model of protection & the place of ProtectDefenders.eu within the HRD movements & organizations that support them
- Support and suggest organizational re-structuring and organizational chart development, including identification of department & programme interconnectedness

TENTATIVE TIMELINE

- Consultation with Board of ProtectDefenders.eu: November 2023
- Consultation with Secretariat team, validation of action plan: by December 2023
- Facilitation of Board & Secretariat workshop: February 2023
- Facilitation of Consortium workshop: May 2023

EXPERIENCE REQUIRED AND PERSONAL SKILLS

- Demonstrable knowledge of organizational strategy building and restructuring.
- Understanding of the importance of holistic and inclusive perspectives.
- Strong skills in facilitation and communication.
- Strong knowledge on organizations that coordinate Consortiums
- Strong knowledge on project-funded NGOs and human rights a plus
- Discretion and respect of confidentiality.
- Quality-oriented.
- Excellent oral and written communication skills in English.

HOW TO APPLY?

Applications must include:

- CV.
- Cover letter and work-plan, including time-frame starting as soon as possible and before end October 2023.
- Financial proposal.

Please send the requested documentation in PDF to recruit@protectdefenders.eu. Given the rapid deadline, early applications are encouraged as the call may be closed rapidly with the right candidate.

OTHER

For more information, please visit our website: www.protectdefenders.eu

INFORMATION ABOUT PROTECTDEFENDERS.EU

ProtectDefenders.eu is the European Union Human Rights Defenders mechanism, established to protect defenders at high risk and facing the most difficult situations worldwide.

ProtectDefenders.eu:

- Operates a permanent and rapid response mechanism to provide emergency support and material assistance to Human Rights Defenders in danger, their families and their work.
- Manages a support program of temporary relocation for Human Rights Defenders at risk to relocate inside their country, within their region or abroad in case of urgent threat.
- Supports and coordinates an exchange platform for organizations and stakeholders working on temporary relocation for Human Rights Defenders, including through the EU temporary relocation platform.
- Provides training, support and capacity building to Human Rights Defenders and local organizations.

- Monitors the situation of human rights defenders and advocates for a protection agenda for Human Rights Defenders at local, regional and international level.
- Promotes coordination between organizations dedicated to support for Human Rights Defenders, EU institutions and other relevant actors.

The implementation of ProtectDefenders.eu is led by a Consortium of 12 NGOs active in the field of Human Rights, namely Front Line Defenders, Reporters Without Borders (RSF), World Organisation Against Torture (OMCT), International Federation for Human Rights (FIDH), Economic, Social and Cultural Rights Network (ESCR-Net), International Gay and Lesbian Association (ILGA), Urgent Action Fund for Women's Human Rights (UAF), Protection International (PI), Peace Brigades International (PBI), Euro-Mediterranean Foundation of Support to Human Rights Defenders (EMHRF), Forum Asia and East and Horn of Africa Human Rights Defenders Project (EHAHRDP).

ProtectDefenders.eu is coordinated by an independent Secretariat based in Brussels.