



VACANCY - PROTECTION OFFICER

About Protection International

Protection International aisbl (PI) is an International NGO based in Brussels which aims at contributing to the improvement of the protection of human rights defenders (HRDs) throughout the world. We work with HRDs to develop their capacity to manage their own security as they struggle against impunity and develop their activities in favour of sustainable peace and justice in their respective countries or regions. PI seeks to contribute to a situation where human rights defenders are recognized as legitimate actors for social change and to an environment where they can effectively exercise their right to defend universally recognised human rights. To this end, PI is implementing a worldwide Protection Programme for Human Rights Defenders, and has established Protection Desks in partnership with local partners or regional offices.

Job Description

In order to further extend our programmatic work, PI is looking for a **Protection Officer**, who would work under the direct supervision of the PI Thailand Representative, working closely with the other Protection Officer, Finance Officer and volunteers.

Key responsibilities:

- Conduct workshops and trainings with grassroots and community based human rights defenders by using a participatory methodology
- Identify target groups/organizations/individual defenders for capacity building and conduct needs assessments;
- Liaise with grassroots and community based human rights defenders and organizations on the development of training content aimed at building HRDs' capacity in security management and protection;
- Contribute to the development of PI's organisational security plan, implement it, update it and abide by it;
- Commit to confidentiality with regard to internal issues;
- Develop capacity building materials, methods and adapt the PI training manual according to specific requirements of the local context;
- Write capacity building reports including evaluations, provide any recommendations for its adaptation and indicate follow-up interventions to be undertaken;
- Work with the PI Representative on developing documents for use in external advocacy;

- Contribute to the compilation of the annual work plan and monitor progress of its implementation in collaboration with the PI Representative;
- Draft periodic reports under supervision of the PI Representative for strategic use by PI;
- Undertake research on issues related to improved security management and protection of HRDs for strategic use by PI;
- Contribute to regular data analysis for the identification of lessons learnt;
- Contribute to improving or drafting PI policies and programmes;
- Contribute to writing articles and content for the PI website about our work in Thailand;
- Capture lessons learnt and best practices in HRD protection in suitable formats and share within PI for internal learning and strategic use with external stakeholders;
- Liaise with NGOs and international organizations working towards the protection of HRDs;
- Undertake advocacy activities at local, national, regional and international levels;
- Contribute to the analysis of the political context in any given area where PI works or plans to work;
- Monitor the security and safety situation in the countries where PI works with regard to the situation of HRDs;
- Work as a team member and actively support the achievement of collective goals and professionalism in line with stated rules and specific global and individual achievements within the work plan;
- Work in line with provisions stipulated in PI's human resource policy;
- Undertake other duties as required.

Essential requirements:

- The successful candidate will need to have strong knowledge and first-hand experience in the field of women rights, human rights, grassroots organising, community-based HRDs, land rights, environmental rights and community rights in Thailand
- Minimum 3 years of relevant work experience in project management, monitoring and evaluation, protection of HRDs, advocacy work, training facilitation, communication and/or fundraising with strong focus on Women and Human Rights Defenders
- Experience in grassroots human rights work in Thailand and the region
- Excellent level in Thai and English (written and spoken)
- Proven ability to write proposals, elaborate reports and budgets and meet tight deadlines are an asset
- Proven project management and organizational skills
- Proven interpersonal skills with the ability to establish and maintain effective working relationships, contribute to team building and respect for diversity in the work environment
- Flexibility and adaptability

**Desirable Requirements:**

- Experience with local human rights organisations
- Experience in an international work environment
- University Degree in a relevant domain like Human Rights, Law, Psychology, Social Science, etc.

Selection Process:

Please send all relevant materials via email to Protection International by 14 May. Details below:

The application should include:

- Motivation letter (in English, no longer than two pages, including salary expectations)
- Curriculum vitae (in English, no longer than 2 pages)
- 3 references with email addresses and phone numbers (only short-listed candidates' references will be contacted)

Applications should be sent to: recruitment@protectioninternational.org with 'Protection Officer' in the subject line.

Deadline to submit applications: 14 May 2021 at 5pm Thailand time.

Please note: Only short-listed candidates will be invited for interviews. Interviews are planned in 24-28 May 2021.

Protection International is an equal opportunities employer and fights against all kind of discrimination.

Further information on PI can be found on www.protectioninternational.org