



Executive Brief - Search for

CHAIRPERSON OF THE BOARD OF DIRECTORS

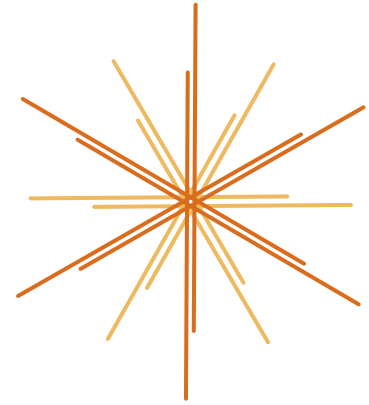




PI stands for the right to defend human rights (RDHR) for everyone. **Since 2007, we have been working with human rights movements across the globe.** We provide long-term accompaniment and support to HRDs and their collectives at risk. Our objective is to support the defenders in ensuring their own safety, holding duty bearers accountable to fulfil their obligation to protect HRDs, and garnering support from key stakeholders to maximise their contribution to HRD protection.



1 **THIS IS**
PROTECTION
INTERNATIONAL



PI is an international non-profit association, subject to Belgian law (Aisbl), has its global team in Brussels, but primarily works where protection of HRDs is needed. PI has long-term presence in several countries in Africa, Asia, and Latin America and with programmes and partnerships across the globe.

Under its Global Strategy 2024-2028, PI will strengthen its network of regional hubs that work in a flexible manner across several countries.



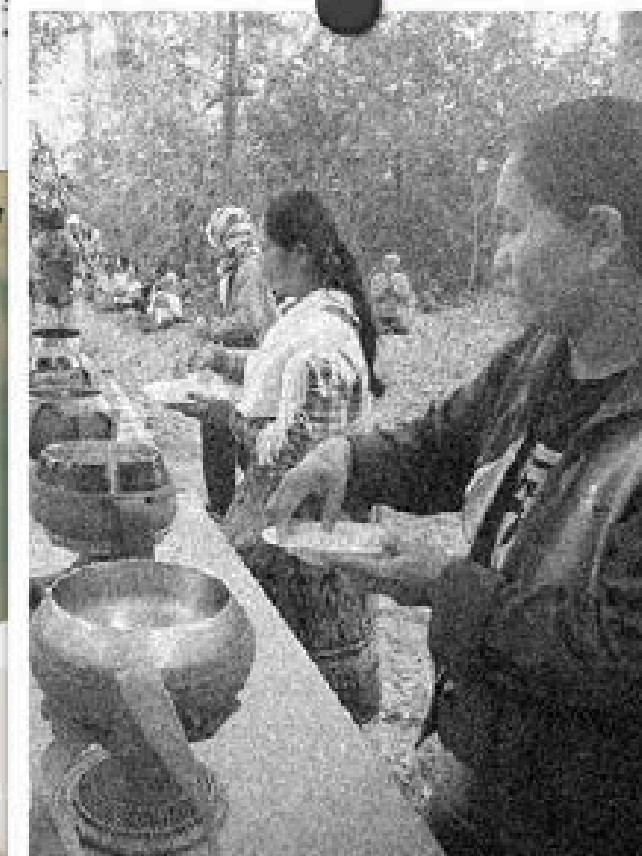
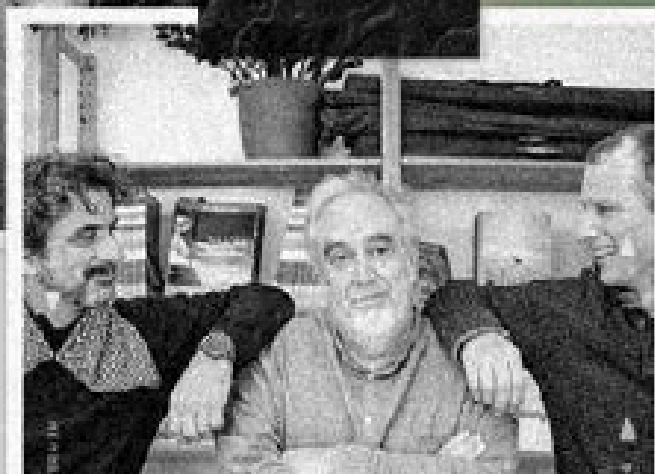
OUR VISION, MISSION AND CORE VALUES

Our vision

We aspire to a world in which fundamental human rights and freedoms are universally recognised and respected by all. Everyone has the right to defend these rights and freedoms without fear of threats or attack.

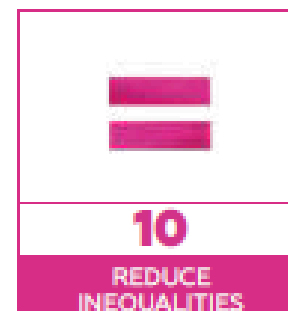
Our mission

Our contribution to that world is to support HRDs through comprehensive protection programmes. Our programmes enable HRDs to build capacities for managing their protection effectively. We carry out targeted advocacy so that those who have the duty to protect HRDs fulfil their obligations, and we work to convince other individuals and institutions with a stake in the protection of HRDs to maximise their positive contribution. PI always works in partnership with defenders.



Our core values

- ✦ **Solidarity & Collaboration**
We are committed to standing alongside HRDs and supporting their efforts to improving our societies through peaceful means.
- ✦ **Participatory Decision-Making**
We promote the respect and participation of everyone in the decision-making process. We are committed to horizontal and active listening – recognising the value in having a diversity of skills, perspectives and ideas.
- ✦ **Accountability & Integrity**
We are committed to communicating, both internally and externally, about what we are doing 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.



- ✦ **Grassroots Ethos**
We are committed to identifying the needs of HRDs and their communities, to adapting our work to their realities (cultural, historical, economic, etc.), and to valuing their work and their voices.
- ✦ **Commitment to Human Rights**
We believe that respect for human rights will contribute to a more just global society. Everybody has the RDHR and fundamental freedoms without discrimination based on their identity, nor fear of being threatened or attacked.
- ✦ **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 our lessons learned into practice to contribute more effectively to the work of others.

2 The Role of the Chairperson

The current Chairperson is coming to the end of their term. PI is therefore now looking for a strong, strategic, committed leader to chair its Board, someone with significant experience in a governance body, with the experience and skills to provide appropriate oversight to a high performing Executive Director and Management Team.

- The Chairperson is a member of the Board of Directors, which reports to PI's General Assembly.
- The entity has a number of branches and subsidiaries internationally.
- Board of Directors are responsible for both the governance of PI's network of Hubs and for oversight of staff based in Brussels.
- The Chairperson will serve a three-year term that is renewable.
- The working language of the Board of Directors is English.

- Oversees the development of PI governance structure in alignment with its vision, mission, values, and strategy.
- Facilitates the effective functioning of the Board of Directors, including managing the conduct, frequency and length of Board meetings.
- Facilitates the proper and timely flow of information to the Board of Directors and General Assembly.
- Facilitates open and constructive communication amongst members of the Board and Directors and General Assembly, encouraging contributions to deliberations and effective decision-making.
- Seeks to ensure that the Board of Directors maintains adequate understanding of the organization's financial position, strategic performance, operations, and the challenges and opportunities facing PI globally.

3 Duties and Responsibilities



3 Duties and Responsibilities

- Communicates the views of the Board of Directors, in conjunction with the Executive Director, to PI's key internal and external stakeholders, including regulators, government agencies, funding bodies, community members and the media, as appropriate.
- Together with the Treasurer and Secretary, ensure that PI AISBL complies with and operates within its governing document and relevant legislation and financial regulations.
- Ensures that appropriate risk assessment and management procedures are in place.
- Oversees that process for Board appraisals, individually and together, dealing with underperformance as appropriate.
- Liaises with the Executive Director as the primary contact between the Board of Directors and Management Team.
- Oversees the recruitment and performance of the Executive Director. Provides support and feedback to the Executive Director, including through regular and timely performance appraisals.

Time Commitment



1

The Global Board usually meets 4-6 times per year, in meetings lasting two half days, typically held on Friday and Saturday afternoons (CET); meetings are either online or hybrid (the in-person part in Brussels).

2

Regular meetings with the Executive Director, usually every 2-4 weeks (in-person or online).

3

Optional: Attendance at an annual global seminar with Board and Staff.

4

In total, this will likely mean spending up to half-a-day per week on meetings, correspondence, and representation.

5

The role is not remunerated, but travel related expenses would be reimbursed.



4 What are we looking for: Experience

Essential

- Significant experience as a member of a Board of Directors, with experience in chairing meetings and processes in an international or regional organisation with high level familiarity on good governance practices and arrangements.
- Proven commitment to human rights movements and a deep understanding of the risks, challenges and protection needs of human rights defenders around the world.
- Excellent communication skills with a high level of emotional intelligence and ability to coordinate groups.

Preferred

- Senior level experience with leadership duties in an organisation like Protection International.
- Previous participation in organisational development processes for non-profits organisations with global reach.
- Based in Europe or in the UK with the ability to travel to Brussels for key meetings, 2-4 times a year.

4

What are we looking for: Skills & Knowledge

- Clear strategic vision, with integrity, credibility, ethical behaviour and passion for the realisation of PI's vision, mission, and strategy.
- Commitment to promoting a culture of excellence and transparency.
- Ability to unpack complex issues; well-developed conceptual thinking and problem-solving skills.
- Willingness and ability to take charge in times of crisis.
- Exhibits strong inter-personal and relationship-building abilities; able to foster good relations with Board members, auditors, staff and wider human rights movements.
- Demonstrates tact, respect, and diplomacy, with the ability to listen, engage effectively, reconcile opposing views and build consensus among diverse individuals
- Strong coaching skills with the ability to lead, listen, motivate, and encourage senior leaders.
- Experience of external representation, delivering presentations and communicating complex information in a simple and engaging way to diverse audiences.
- Understanding of the legal duties, responsibilities and liabilities of non-profit organisations.
- Strong knowledge of justice, equity, diversity and inclusion.



Languages: English is mandatory. Spanish or French is an advantage.

5 Application Process



- ✔ Send in your CV (without picture please!) of not more than 2 pages plus a cover letter, in English, 30 August to recruitment@protectioninternational.org, mentioning PI Chairperson in the subject line.
- ✔ Include your name in the file name of your application documents, e.g. Firstname_Familyname_CV.doc
- ✔ Short-listed candidates will be invited to an interview with selected members of the PI General Assembly and the Global Board of Directors members. We aim to conduct interviews starting first/second week of September.
- ✔ Later in the process, professional references and a criminal record certificate will be requested. The position is subject to background checks, and the final candidate will be required to understand and sign the Protection International Code of Conduct and Conflict of Interest.

➔ **For further info about the role, please contact recruitment@protectioninternational.org.**



Protection International is an equal opportunity employer. The organization 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, Policy for Protection from Harassment, Abuse, Exploitation & Discrimination.

For more info, visit www.protectioninternational.org.

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.