



Protection International aisbl within its *Global Protection Program for Human Rights Defenders* calls for 2 Protection Officers to work with the Protection International (PI) Regional Office in Bangkok

Job Title: **Protection Officer**

Location: The position is based in Bangkok, Thailand with frequent travels.

Report to: PI representative in Bangkok.

Background

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 throughout the world, through developing 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 rights to defend universally recognised human rights.

To this end PI is developing a Global Protection Programme for Human Right Defenders, and has established Protection Desks or Regional Offices all over the world: Colombia, Guatemala, DR Congo, Uganda (East and Horn of Africa) and Nepal. We are now in the process of setting up a regional Asia office in Thailand.

Further information on PI and its activities can be found on the following websites:

www.protectioninternational.org and www.protectionline.org

Key responsibilities:

- To work within the mandate of Protection International;
- To contribute to the development of a database relating to the risks faced by Human Rights Defenders (in particular to security incidents) in the region;
- To develop and conduct security training sessions and to propose adaptations of PI's Security Training Manual for Human Rights Defenders according to specific requirements of local, national and regional context;
- To report on training sessions (including on their evaluation and to propose any recommendations on possible adaptations);
- To analyse the situation of HRDs and HROs at risk in Thailand and other regional countries covered by the project and provide security advice;
- To assess training needs among target groups and identify areas of advocacy within the mandate of the Regional Office;
- To contribute to the development of advocacy activities and documents in coordination with the PI Representative;
- To liaise with regional, national and/or local HRD organisations with a view to establishing or reinforcing relationships and possibly developing partnerships;
- To liaise with (I)NGOs, international organisations and bodies working in the region on the protection of human rights defenders;
- To collaborate and prepare reports for the PI Representative on programmatic and thematic topics;
- To contribute to the development of the organisation's security plan, update it and abide by it;
- To keep abreast of the political situation in the country and contribute to the organizational political analysis.

Essential requirements:

- Educational background: minimum BA Degree (International Human Rights / Humanitarian law, Political Science, Education, Social Science, etc...);
- At least 3 years of experience in human rights work;
- Understanding of the UN Human Rights system, the European Union and ASEAN Human Rights mechanisms;
- Experience with local and/or regional human rights organisations and human rights issues;
- Field mission experience;
- Experience in the practical delivery of training, preferably adult learning;
- Ability to prepare reports and conduct presentations on key issues by formulating positions, articulating options concisely, and making and defending recommendations;
- Ability to establish priorities and to plan, coordinate, implement and review work processes and plans;
- Experience in a multi-cultural and/or international work environment;
- Ability to work under pressure and to multi-task;
- Willingness and ability to travel for extended periods of time;
- Commitment to gender equality as well as to cultural, ethnic, sexual orientation and religious equality;
- Analytical skills as well as creative and interactive skills;
- Interactive/ Assertive/ Self-confident;
- Understanding of rules of participation and how to encourage inclusion;
- Diplomacy and extensive capacities to deal with challenges and situations of conflict constructively;
- Proven ability to write and speak concisely and clearly and communicate effectively;
- Excellent interpersonal skills and ability to establish and maintain effective working relationships in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Proven team work skills.
- Ability to work independently

Languages: Fluency in spoken and written English and Thai (at least one of the two selected candidate) and/or other regional language: Nepali or Indonesian (the second candidate)

Contract Conditions:

Fixed term full contract for 12 months with 3 months trial period. Continuation is subject to funding and mutual satisfaction. Protection International is an equal opportunities employer. Salary payment according to previous experience.

The selection process includes several steps:

1. CV short-list
2. Written test
3. 3 day training attendance
4. Face to Face interview in Bangkok in July.

Application should contain:

- a motivation letter (in English)
- the application form (to be downloaded from www.protectioninternational.org)
- complementary curriculum vitae – max 3 pages
- contact of 3 references

Diplomas will have to be justified before employment (any fake document or information contained in the dossier or given during the interviews would mean nullification of the employment relationship).

Application should be sent to: tessa_deryck@protectioninternational.org and cc'ed to mcaraj@protectioninternational.org by **5 July 2010**.

Further information about the activities of Protection International can be obtained from www.protectioninternational.org and www.protectionline.org