

Human Rights and Protection Senior Level (Global Talent Pool)

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Company: Career Bridge Limited

Location: Multiple Locations

Category: community-and-social-service

Are you a highly skilled and experienced Human Rights and Protection Specialist? This position offers an exciting opportunity for goal-oriented and dedicated individuals to contribute and make a meaningful impact on the lives of vulnerable populations. We invite you to explore our Human Rights and Protection Senior-level Talent Pool! The Human Rights and Protection (Senior Level) will provide strategic leadership and technical expertise in the design, implementation, and monitoring of protection programs within an international NGO. With a minimum of 8 years of experience in the field, the incumbent will lead initiatives to promote and protect human rights, particularly for vulnerable populations in complex humanitarian settings. This role demands a seasoned professional with a strong commitment to human rights principles and a proven track record in managing protection projects at the international level. Background Career Bridge is excited to launch the Internship Global Talent Pool, aimed at providing young and talented individuals with a platform to kickstart their careers and contribute to significant global challenges. Being part of a talent pool offers numerous advantages. Here are some key benefits of being in a talent pool: Linkage to employers Access to Opportunities and skill-matching Networking Career Development Position: Protection and Human Rights Officer Senior Level (Global Talent Pool) Experience: 8+ years Location: Global Industries: Humanitarian, NGO, INGO Roles Within the Talent Pool Include but are not limited to Senior Human Rights Advisor/Officer Protection Coordinator/Manager Advocacy and Policy Advisor Humanitarian Affairs Officer Senior Program Manager for Human Rights Director of Human Rights Programs Legal Advisor/Consultant specializing in Human Rights Head of Protection

and Advocacy Senior Policy Analyst for Human Rights Chief Human Rights Officer

Responsibilities Lead the conceptualization, design, and implementation of protection programs by organizational goals and international standards. Provide strategic guidance and oversight to project teams, ensuring adherence to best practices in protection and human rights programming. Represent the organization in high-level forums and engage with key stakeholders including governments, UN agencies, donors, and civil society to advocate for human rights and protection issues. Build and maintain strategic partnerships to strengthen advocacy efforts and amplify the voices of marginalized communities. Provide technical leadership in the development of protection strategies, policies, and tools to address emerging challenges and protection gaps. Stay abreast of developments in human rights law and protection methodologies, and integrate new knowledge into program design and implementation. Mentor and provide technical support to staff members, partners, and relevant stakeholders on protection principles, methodologies, and legal frameworks. Conduct training sessions and workshops to enhance the capacity of local actors in protection programming. Develop and implement robust MEL frameworks to track the impact and effectiveness of protection interventions. Utilize monitoring data to inform programmatic adjustments and learning agendas, ensuring continuous improvement and accountability.

Requirements

Core Competencies

Interpersonal and Communication Skills. Leadership and Management. Strategic thinking and Decision-Making. Demonstrate/safeguard ethics and integrity. Demonstrate corporate knowledge and sound judgment. Adaptability and Resilience

Ethical Integrity and Professionalism

Ability to work effectively in a team and in an international environment.

Technical Competencies: Protection Strategies and Risk Management Training and Capacity Building Humanitarian Coordination Legal Expertise Monitoring and Evaluation Advocacy and Networking Capacity Building Program Management Protection Strategies IT Skills

Qualifications/Requirements: Masters degree in human rights, international relations, law, social sciences, political science, development studies or related field. A combination of relevant academic qualifications and extensive professional experience may be considered. Minimum of 8 years of progressively responsible experience in protection programming, human rights advocacy, or related fields within international NGOs, UN agencies, or humanitarian organizations. Demonstrated experience in designing, implementing, and managing protection programs in complex humanitarian settings, preferably with a focus on conflict-affected populations. Strong understanding of international human rights law, refugee law, and protection principles. Proficiency in

developing and implementing protection strategies, conducting risk assessments, and integrating gender and inclusion considerations into programming. Excellent research and analytical skills, with the ability to synthesize complex information. Strong written and verbal communication skills in English. Proficiency in other languages, particularly Arabic, French, or Spanish, is an asset. Demonstrated leadership and management skills, with experience in leading teams, providing mentorship, and fostering a culture of collaboration and accountability. Demonstrated commitment to human rights, social justice, and equality. Proven experience in program design, implementation, and monitoring, with a focus on protection interventions. Ability to provide strategic direction, prioritize tasks, and allocate resources effectively to achieve programmatic goals. Willingness and ability to travel frequently to field locations, including insecure or remote areas, to oversee program implementation, provide technical support, and engage with stakeholders.

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5+ years

Core Competencies Interpersonal and Communication Skills. Leadership and Management. Strategic thinking and Decision-Making. Demonstrate/safeguard ethics and integrity. Demonstrate corporate knowledge and sound judgment. Adaptability and Resilience Ethical

Integrity and Professionalism Ability to work effectively in a team and in an international environment. Technical Competencies: Protection Strategies and Risk Management Training and Capacity Building Humanitarian Coordination Legal Expertise Monitoring and Evaluation Advocacy and Networking Capacity Building Program Management Protection Strategies IT Skills Qualifications/Requirements: Master's degree in human rights, international relations, law, social sciences, political science, development studies or related field. A combination of relevant academic qualifications and extensive professional experience may be considered. Minimum of 8 years of progressively responsible experience in protection programming, human rights advocacy, or related fields within international NGOs, UN agencies, or humanitarian organizations. Demonstrated experience in designing, implementing, and managing protection programs in complex humanitarian settings, preferably with a focus on conflict-affected populations. Strong understanding of international human rights law, refugee law, and protection principles. Proficiency in developing and implementing protection strategies, conducting risk assessments, and integrating gender and inclusion considerations into programming. Excellent research and analytical skills, with the ability to synthesize complex information. Strong written and verbal communication skills in English. Proficiency in other languages, particularly Arabic, French, or Spanish, is an asset. Demonstrated leadership and management skills, with experience in leading teams, providing mentorship, and fostering a culture of collaboration and accountability. Demonstrated commitment to human rights, social justice, and equality. Proven experience in program design, implementation, and monitoring, with a focus on protection interventions. Ability to provide strategic direction, prioritize tasks, and allocate resources effectively to achieve programmatic goals. Willingness and ability to travel frequently to field locations, including insecure or remote areas, to oversee program implementation, provide technical support, and engage with stakeholders.

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