

Front Line Defenders Consultancy Opportunity – Safeguarding Consultancy

27th January 2025

Front Line Defenders is seeking a consultant to support our Safeguarding work.

Consultancy Deliverables:

1. Policy Review and development of summary (proposed early February)

Front Line Defenders Safeguarding Team are undertaking a detailed review and updating of the organisation's safeguarding policy. The role of the consultant will be to externally review the near-final revised policy to ensure it is accessible, comprehensive and aligns to best practice, and make recommendations for any final changes/updates. The Consultant will also develop a shortened two-page summary version of the final policy.

2. Co-development of Module for Staff Training (proposed early/mid February)

Based on the revised policy Front Line Defenders would like to develop an updated training module for staff. This will include a short generic training for all staff, and a longer training specifically for staff who engage directly with human rights defenders HRDs at risk, and including those responsible for planning events such as the Platform and training.

3. Co-delivery of on-line staff trainings (proposed March and other dates to be agreed later in year)

This will likely consist of five to six trainings of 1 to 3 hour duration in February/March (covering all staff initially) and some periodic ad-hoc sessions (approximately 2) later in the year for new staff.

4. Co-development of materials to support safeguarding in FLD events (March/April)

Identification of other materials required such as safeguarding pledge for HRDs attending activities and events, one pager on Front Line Defenders Safeguarding policy/process and contact information for event participants etc.

This contract will be for one year initially, but it is desirable the consultant would be retained for further training and support work after one year. Also, if required, we may look to this person to possibly support/advise on any Safeguarding investigations (pending consultant availability).

Consultant Requirements

Understanding of and sensitivity to safeguarding in a multi-cultural and global context.

Detailed knowledge and experience of Safeguarding work in the development/humanitarian/human rights sectors.

Knowledge of Irish legislative standards pertaining to Safeguarding.

Experience of deliverable training on safeguarding or related, both online and in-person.

Experience of undertaking/supporting Safeguarding Investigations.

Application Process

Interested consultants should send a two page letter/overview note to omoore@frontlinedefenders.org by Friday 7th Feb.

This should include: Consultant experience in Safeguarding and related work, references, time-frame and availability, proposed number of days and daily rate, and any additional relevant information.

For further information contact Olive Moore, Deputy Director, omoore@frontlinedefenders.org