

ROLE PROFILE

JOB TITLE:	Middle East Protection Coordinator	REPORTING TO:	Protection Manager
TEAM:	Protection Team	DATE:	July 2025
LOCATION:	Remote/Based in Middle East	CONTRACT TYPE:	Permanent
WEEKLY HOURS:	Full-time, 35 hours	SALARY:	Grade F

Principal Objective of the Team and Role:

Team Purpose:

The Protection Team drive the organisation’s strategic priorities on behalf of HRDs in each of the countries/regions. The Protection Team is primarily responsible for Front Line Defenders’ outreach to human rights defenders (HRDs) at risk, as well as local support networks, managing and nurturing these crucial relationships through their work and presence in all the world regions. The team coordinates and directs the protection work in the countries/regions, and hold the strategic overview of the various context and trends.

The team is responsible for undertaking rapid advocacy actions (urgent appeals, statements and other advocacy submissions and initiatives) and directing, coordinating and supporting the various holistic protection responses (advocacy, digital and physical security, visibility, well-being, rest and respite, relocation and grant-making) via close collaboration with the various FLD teams, as well as local, regional and international organisations. The Protection Team is also responsible for conducting research on HRD protection trends (annual Global Analysis) and for the secure and accurate recording and storing of HRD related data, as well as overseeing and providing strategic leadership for special programmes that tackle particular trends relevant, such as the HRD Memorial.

Role Purpose:

The Protection Coordinator (PC) is to lead timely and appropriate response to human rights defenders at risk in *Middle East*, ensuring holistic and effective protection support is provided.

The PC is responsible for maintaining and developing Front Line Defenders' contacts and relationships with human rights defenders in the region, providing rapid response to cases of human rights defenders at immediate risk, identifying research priorities on the threats and attacks that they face, providing analysis and producing relevant materials to take action in their support, and inputting into all other programmes and activities specific to the countries assigned.

The PC works closely with and alongside the other Protection Coordinators, Protection Officer, Regional Officer, Protection Managers and other programme’s team members for the work in the region. The PCs for the region together lead the development and implementation of strategies that are relevant to that regions.

Responsibilities:

Protection Programming:

- Connect with human rights defenders at risk, while applying intersectional lens, and establish and sustain secure communications with them;
- Provide rapid response to cases of human rights defenders at risk, including but not limited to through the urgent appeal system;
- Strengthen capacity of human rights defenders in the region to respond to and manage security risks, and to build mitigation plans in coordination with other teams (advocacy, digital, security, visibility, well-being, rest and respite, relocation and grant-making);
- Maintain and update the relevant information on human rights defenders and action taken on their behalf in Front Line Defenders' database and submit timely reports on missions, meetings and other activities;
- Support grants team on applications, including support in verification of the grants, follow up, and ongoing collaboration with the regional grants coordinator;
- Liaising and coordinating with relevant human rights organisations for referral of cases and/or collaboration on protection work;
- Provide practical individual support to HRDs and active solidarity with HRDs;
- Occasional security assessments and rapid training to HRDs.

Strategic Leadership:

- Provide expert input to Front Line Defenders' advocacy, visibility, capacity building and protection grants programmes;
- Support on activities and strategies to ensure outreach to women and non-binary human rights defenders and overall gendered analysis of their experiences as defenders;
- Advise on overall strategic direction in the region as relevant to human rights defenders and their movements;
- Advise on the design of collaborative and inclusive interventions in order to increase organisational support to defenders from a range of less visible and less connected groups;
- Provide advice on security and safety in the region, including for any planned FLD missions within the region.
- Provide strategic input and engage in the preparation of FLD events regarding the participation of HRDS from Middle East;

Research and Advocacy:

- Identify, undertake or collaborate on research on a range of protection related issues and gap areas;
- Provide analysis and briefing papers on the threats faced by human rights defenders in specific countries.
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External Representation:

- Develop contacts and liaise with relevant regional and other organisations with regard to Front Line Defenders' work for the protection of human rights defenders in the region;
- Represent Front Line Defenders and engage with the relevant authorities, international organisations, donors, embassies and the media as appropriate, and in accordance with each PC's individual security plan.

Internal Collaboration and Communications:

- Close daily collaboration and workload prioritization with the regional team (staff working on Middle East from different FLD teams);
- Lead and coordinate overall annual planning of activities in the region;
- Provide input on proposals for funding;
- Collaboration with the Comms and Events team for opportunities to bring visibility to HRDs in Middle East and inputs to FLD events. The Protection Coordinator plays a key role in shaping the activities implemented by the Comms and Events team in their region, in response to HRDs needs;
- Regular communication with the Advocacy office in Brussels;
- Expert language support for implementation of FLD relevant programmes to HRDs.

Reporting Structure:
<p>Directly:</p> <p>Protection Manager</p> <p>Indirectly:</p> <p>Head of Protection, Executive Director</p>
Key Relationships:
<p>Internal:</p> <p>Colleagues on the Protection Team (other Protection Coordinators, Protection Officers, Regional Officers and Managers), Head of Protection, Deputy Director and Executive Director; Regional Grants Coordinator, Digital Protection Coordinators, Advocacy team, Finance, Development team, Operations team, Visibility team members and Capacity building team members.</p>
<p>External:</p> <p>HRDs, NGOs, social movements, diplomats, embassy staff, governments and international bodies, EU delegations, and donors, OHCHR, other UN entities, Special Rapporteur on HRDs and other mandates.</p>
Person Specification:
<p>Knowledge and Skills</p> <p>Essential</p> <ul style="list-style-type: none"> • Excellent written and oral communication skills in Arabic and ability to work in English; • Ability to deliver accurate and objective written information in a high pressure environment dictated by the need to respond urgently to threats against human rights defenders; • Knowledge of key human rights trends in the region and their impact on human rights

defenders and their movements;

- Ability to demonstrate a nuanced understanding of contexts in which local HRD communities operate;
- Ability to work well with a wide range of people from different cultures, backgrounds and experiences, with empathy and clear boundaries;
- Knowledge of key practices and trends in the area of resiliency and well-being for both HRDs and their advocates;
- Knowledge of digital security tools and trends in areas related to freedom of expression, online threats and relevant policies.

Desirable

- Direct experience with holistic protection and engagement with HRDs, including digital, physical, risk assessment and well-being;
- Other languages spoken in Middle East and North Africa.

Experience

Essential:

- At least 5 years of experience working with a diverse range of human rights defenders;
- Experience with a wide range of defenders, and a strong understanding of the gendered and other risks women human rights defenders and LGBTIQ+ defenders face;
- Experience with drafting reports, conducting research and any other tasks where analytical writing skills are required;
- Experience working with diverse teams, especially in emergency settings.

Desirable:

- Experience of developing gender responsive, intersectional protection strategies;
- Experience with managing collaborative projects inside organisations and with external partners.

Salary

€52,438 - €72,164 per annum (12 Points)

Placement on the range will be commensurate with experience and qualifications.

Benefits include: 26 days of annual leave per year, contribution to a pension scheme and towards healthcare expenses, life insurance and income protection schemes, employee assistance programme inclusive of well-being support.

Front Line Defenders Values:

<p>1. Working with HRDs:</p> <ul style="list-style-type: none"> • Commitment to our Work • Responsiveness to HRDs • Decision Making & Problem Solving • Exercising Good Judgement • Listening • Results Focussed • Perseverance
<p>2. Developing Myself:</p> <ul style="list-style-type: none"> • Self-Awareness • Adapting to Change • Proactive Learning • Managing My Wellbeing
<p>3. Working With Colleagues:</p> <ul style="list-style-type: none"> • Respect for the Individual • Building Trust • Collaborative Working • Communication With Each Other • Managing Security
<p>4. Leading a team:</p> <ul style="list-style-type: none"> • Strategic Thinking • Engaging With People • Stewardship of Resources
<p>Selection and Appointment:</p>
<ul style="list-style-type: none"> • To apply, candidates need to submit a copy of their application via the 'Apply now' button; • Only shortlisted candidates will be invited to attend for interview; • It is anticipated interviews will be held in February 2026; • The appointment is expected to be effective from March 2026; • Closing date; midnight (local Irish time) on Monday, 19 January 2026 as per FLD vacancies page: https://www.frontlinedefenders.org/en/recruitment-volunteering

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