



DEFENDDEFENDERS

East and Horn of Africa Human Rights Defenders Project

TERMS OF REFERENCE FOR CONSULTANCY

CONSULTANT TO CONDUCT RESEARCH ON ENVIRONMENTAL HUMAN RIGHTS DEFENDERS IN DEMOCRATIC REPUBLIC OF CONGO (DRC), TANZANIA AND UGANDA

Organisational Background:

DefendDefenders (the East and Horn of Africa Human Rights Defenders) was established in 2005 as the East and Horn of Africa Human Rights Defenders Project and registered as a foreign Non-Governmental Organisation (NGO) in Uganda. DefendDefenders exists to strengthen the work of Human Rights Defenders (HRDs) in the sub-region by reducing their vulnerability to the risk of persecution and by enhancing their capacity to effectively defend human rights. The core mandate of DefendDefenders is to promote the safety, security, and wellbeing of HRDs. DefendDefenders serves as the Secretariat of the East and Horn of Africa Human Rights Defenders Network representing thousands of HRDs and their organisations. DefendDefenders draws its membership from Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia (together with Somaliland), South Sudan, Sudan, Tanzania, and Uganda. The Network also serves as the secretariat for AfricanDefenders (Pan-African Human Rights Defenders Network.)

DefendDefenders is a member of the Enhancing Protection of Environmental Defenders project from the American Bar Association. Within the project we strive for the enhancement of safety and capacity of environmental human rights defenders in DRC, Tanzania, and Uganda, for greater resilience and effective fulfillment of their mandates.

Overall Objective

DefendDefenders is seeking to hire a research consultant to conduct research on the situation of environmental HRDs in DRC, Tanzania, and Uganda to understand and identify their challenges, needs, and gaps. The research will also propose concrete recommendations to identified stakeholders regarding environmental HRDs. The consultant will be responsible to conduct research, prepare a research proposal, conduct interviews, collect, compile, and analyse data and produce a report on the subject.

Specific Tasks

In close collaboration with DefendDefenders, the consultant will undertake the following activities:

- a) Prepare a detailed research proposal articulating the understanding of TORs, proposed methodology and work plan, identification of participants/interviewees, and budget for undertaking the consultancy.
- b) During the second phase of the project, field research will be conducted with environmental HRDs from the project countries. This will include physical research missions in DRC, Tanzania, and Uganda. The research will draw on DefendDefenders' broad network of HRDs. Moreover, this process also involves desk research.



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- c) Develop a first draft of the research and hold a review meeting with DefendDefenders team.
- d) Finalize the research report and submit it to DefendDefenders.
- e) It is expected that the work will be undertaken and completed within four months (April-August).

Reporting

The consultant will work closely with DefendDefenders' advocacy research and communications Department. Formal supervising will be the Manager- advocacy research and communications.

Skills and Competencies

- a) Degree in law, human rights, governance or other relevant field.
- b) Minimum of 7 years' working experience with focus on human rights law, research, advocacy, or other related fields.
- c) Excellent research skills, including familiarity with human rights research methods and ethics, demonstrated by a body of published research.
- d) Excellent editing skills.
- e) Analytical skills.
- f) Self-motivation, organisation, and the ability to meet deadlines with minimal supervision.
- g) Willingness to travel.
- h) Fluency in written and spoken English, French, and Kiswahili is a strong asset.

The following criteria are not compulsory but highly desirable:

- Familiarity with the human rights situation in the East and Horn of Africa sub-region, including experience working in the region.
- Logistics skills

Other Key Information:

Timeline: It is expected that the work will start shortly after the signing of the contract.

Location: Travel within the countries of DRC, Uganda, and Tanzania should be expected.

Interested individuals or firms should submit a cover letter, comprehensive curriculum vitae including three contactable references and technical and financial proposal to: jobs@defenddefenders.org

Deadline for this application is 12 April 2023

Only shortlisted candidates will be contacted.



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EMPLOYMENT WITH DEFENDEFENDERS

Equal employment opportunities and having a diverse staff are fundamental principles at DefendDefenders where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, colour, religion, gender, sexual orientation, age, national origin, marital status, citizenship, disability, or any other protected characteristic as established under international human rights principles.