

**Job Title:** Communications Officer CHARM  
**Reports to:** CHARM Project Coordinator  
**Location:** Kampala, Uganda  
**Duration:** 12 months, with the possibility of renewal

## **BACKGROUND**

DefendDefenders was established in 2005 as the East and Horn of Africa Human Rights Defenders Project and registered as a regional Non-Governmental Organisation (NGO) in Uganda. DefendDefenders exists to strengthen the work of Human Rights Defenders 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. To achieve this, DefendDefenders' work has to date focused on protection and security management, capacity building, technology development, as well as advocacy, research, and communications. DefendDefenders establishes and supports national coalitions of HRDs in various countries through which HRDs can come together and claim their rights at the national level. DefendDefenders also serves as host of AfricanDefenders (the Pan-African Human Rights Defenders Network) secretariat. AfricanDefenders is a network of five sub-regional organisations, dedicated to the promotion and protection of human rights Defenders (HRDs) across the African continent.

DefendDefenders is hosting the Consortium for Human Rights and Media in Sub-Saharan Africa (CHARM) that aims to promote and protect human rights and media freedoms in Sub-Saharan Africa. CHARM is a partnership of CIVICUS, Civil Rights Defenders, DefendDefenders, Fojo Media Institute, The Wits Centre for Journalism, Réseau des Femmes Leaders pour le Développement, and Magamba Network. The partnership acknowledges the role that a free and active media and civil society have in the protection of robust democracies and the promotion of national development. The consortium has been operating since October 2019.

## **JOB DESCRIPTION**

DefendDefenders is seeking a highly motivated, self-starting, detail oriented, and well organised Communications Officer to support and promote the work of CHARM. The Communications Officer will be responsible for developing and distributing content on the consortium's work and maintaining its public profile. The successful candidate must be able to work effectively under pressure, be a good team player, and be willing to travel occasionally, as required.

## **JOB ROLE**

The Communication officer is responsible for including but not limited to:

- Manage CHARM's public profile, both online and offline.
- Develop and update the consortium's media and communication strategy.
- Produce regular media and communications output, including press releases.
- Maintain and ensure strategic use of CHARM's webpages and social media platforms (Facebook, Twitter, Instagram, LinkedIn, and YouTube).
- Design print and digital promotional materials.
- Develop informative/promotional videos, photos, and infographics.
- Ensure good working relations amongst strategic media and communications partners.
- Coordinate the Communications Working Group working closely with partner communications focal points.

- Identify, explore, and utilise strategic opportunities for communication to highlight the work of CHARM.
- Lead in the development of the CHARM brand, developing branding collateral for the consortium.
- Assist the CHARM partners in collaborative advocacy, research, and communications.
- Train and support CHARM partners and human rights defenders in different communication strategies.
- Work closely with the CHARM Coordination team, in particular the communications assistant.
- Provide support to DefendDefenders' communications department as a member of the communications team.

Applicants must be willing to relocate to Kampala, Uganda, and must possess:

- A post-graduate degree in a relevant field (Communications/Journalism Studies, or related field);
- A minimum of two years' experience working in human rights, ideally working within an NGO, academic institution, civil society organisation, or other directly relevant institution.
- Excellent written and editing skills, with outstanding attention to detail.
- Experience operating audio-visual recording equipment.
- Knowledge and experience with WordPress and Adobe Creative Suite (especially Photoshop, Premier, and InDesign).
- Analytical skills.
- Create and/or coordinate original and engaging multimedia content across multiple social platforms.
- Manage social media accounts.
- Highly developed interpersonal skills and the ability to establish and maintain effective working relationships in a culturally diverse environment.
- Self-motivated, organised, and the ability to meet deadlines with minimal supervision;
- Willingness to travel.

The following criteria are desirable:

- Familiarity with the human rights situation on the African Continent (including work experience from the region).
- Fluency in written and spoken French is highly desirable.
- Knowledge of Arabic and Portuguese is an added advantage.

## **TERMS AND CONDITIONS**

- Fulltime position based in Kampala, Uganda
- Approximate starting date: 1 August 2023
- 12 months contract period, renewable based on performance and availability of funds.
- Health insurance (in Uganda) provided.
- The selected applicant must be based in Uganda, or able to relocate to Kampala immediately, or within a short timeframe.
- Salary commensurate with experience.

## **HOW TO APPLY**

Apply with the following documents in a single submission

- Motivation letter
- CV, including two references

Email your application to [jobs@defenddefenders.org](mailto:jobs@defenddefenders.org) no later than **22 June 2023**. Please **do not attach** copies of qualifications/diploma at this stage. Only complete applications will be

reviewed. All materials should be submitted via email. We regret that, due to the volume of applications, only shortlisted applicants will be contacted.

**EMPLOYMENT WITH DEFENDEFENDERS**

DefendDefenders is an equal opportunity employer. Therefore, equal employment opportunities and have 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.