



AVOCATS SANS FRONTIÈRES IS LOOKING TO RECRUIT A CONSULTANT TO STRENGTHEN ITS RISK MANAGEMENT SYSTEM IN THE CONTEXT OF ITS BUSINESS & HUMAN RIGHTS PROGRAMME

Location	Home-based/Kampala (tbc)
Status	Consultant
Estimated dates of the mission	October 2020
Closing date for application	15 September 2020

I. Presentation of the organisation

Created in 1992, Avocats Sans Frontières (ASF) is an international non-governmental organisation specialised in defending human rights and supporting justice. ASF has field offices in Indonesia, Morocco, Uganda, Central African Republic, the Democratic Republic of Congo and Tunisia. <https://www.asf.be/>

II. Presentation of the Context

ASF is currently running various projects in the DRC, Tunisia and Uganda on Business & Human Rights issues. The Brussels office is also involved as the organisation's headquarters and due to its presence in the Global North, where a great number of economic actors are based and run or take profit from extractive activities in the Global South. Projects generally focus on local communities' legal empowerment in relation to extractive industries taking place on their territory, in order to prevent and respond to human rights violations and corruptive practices induced by such activities. These projects are implemented with different partners, including within affected communities.

The sensitive and strategic dimensions of both extractive and B&HR issues inherently give rise to security risks, whether in the context of documentation of abuses perpetrated by institutional and economic actors, or litigation activities, which may be undertaken either at the national or international levels. Decisions related to litigation strategies are intertwined with risk assessment and management systems. Security issues arise at different levels: physical, operational, digital, etc. This implies to develop a specific institutional system of risk management applied to Business & Human Rights projects and activities, including documentation, litigation and advocacy.

III. Purpose of the consultancy

The **overall objective of the consultancy** is to elaborate a methodology of risk management and analysis to orientate ASF's strategic choices in the B&HR field.

IV. Expected deliverables

- Prepare and animate a workshop with ASF's B&HR team and partners in Uganda in order to:
 - Develop risk analysis and management tools specific to the B&HR field (especially to documentation and litigation strategies). The tools should guide ASF and its partners' decision-making in relation to field interventions, project approaches, as well as documentation and litigation strategies.
 - Develop a policy related both to digital security and risks associated with documentation, transmission and management of data collected on corporate-induced human rights and environmental violations.
- Consolidate the tools agreed upon during the workshop and support ASF's team in Uganda in their testing and implementation during a pilot phase (tbc).
- Present the tools to ASF's B&HR working group.

V. Methodological approach

The consultant will be home-based (tbc for the training). The consultant will submit a methodological note, which will include at minimum: 1) A review of available literature and relevant institutional documents and 2) the outcome of semi-structured interviews with ASF's team at headquarters and in the field, as well as ASF's partners in contexts of intervention.

VI. Organisation

The workshop should ideally take place in October 2020 in Kampala. If travel is not permitted, a virtual workshop may be envisaged. The deliverables should be completed within a month following the workshop.

VII. Conditions

On the basis of a convention with ASF, the selected person.s commit to :

- Carry out the mission while respect strictly respecting the principles due diligence and confidentiality;
- Unconditionally respect any ASF's instruction in relation to personal security and conduct of the mission;
- Not undertake any action contrary to the mission objectives.

VIII. Required profile

Candidates may be able to display the following academic and professional qualifications:

- A Master's degree or equivalent diploma in law, international relations, journalism, risk management, or any other relevant field is required.
- A minimum of 10 (ten) years of professional experience, including within international governmental or non-governmental organisations in carrying out risk management analyses in a legal context, and reflecting a capacity to elaborate policies, guidelines, reports or other operational recommendations.
- Experience in risk management applied to B&HR strategies is essential. The understanding of security stakes related to human rights protection in natural resources management contexts is an asset.
- Experience in fragile security contexts is essential; experience in one of the abovementioned countries is an asset.
- Native level of English is required; a good command of French is a strong asset.

IX. How to apply

Please send the following documents:

- A cover letter (1 page maximum) ;
- A CV highlighting relevant experience (3 pages maximum);
- Two references for similar services.
- A technical and methodological proposal showing a good understanding of the terms of reference of the mission.
- A financial offer (in dollars) covering the development of risk management tools on the basis of a 3-day collaborative workshop with ASF team members and its partners in Uganda. In case an in-person workshop is possible, ASF will cover travel costs (per diem, transportation and accommodation).

Thank you for sending your application to oug-cp2@asf.be and consultances@asf.be : , specifying « B&HR risk management » in the subject line

Deadline: 15 September 2020

Incomplete applications will not be considered.

Female applications are strongly encouraged.

For reasons of limited human resources, only pre-selected candidates will be contacted.