

Consultant to assist the establishment of a DIGNITY (NGO) office in Uganda, Kampala, and to support building up strong partnerships and programmes in the country

<u>Title:</u>	Consultant to assist the establishment of a DIGNITY office in Uganda, Kampala, and to support building up strong partnerships and programmes in the country
<u>Place of work:</u>	Kampala, Uganda
<u>Beginning of contract:</u>	As soon as possible and the latest by 15 th of February 2024
<u>Duration of the contract:</u>	8 months consultancy with possible extension and/or full-time Employment

Deadline for EoI: 15/01/2024 12:00 CET

1. Background Information

DIGNITY is a Danish human rights and development organization fighting for a world without torture. We work to ensure that no one is subjected to torture and that torture does not live on with traumatized survivors and their families.

For more than 40 years, DIGNITY has been a driving civil society force in the global fight against torture and other cruel, inhuman, or degrading treatment or punishment.

In Denmark, DIGNITY operates one of the first rehabilitation centers for survivors of torture, where we provide highly specialized rehabilitation to survivors of torture and violence. Moreover, we take a leading role in preventing torture in prisons and other places of detention and in medico-legal documentation of cases of torture.

In addition to our national work, DIGNITY works in more than 20 countries worldwide in close partnerships with human rights defenders, civil society organisations and, where possible, local authorities.

In our programmes, we pursue two core objectives: (1) to prevent torture and other forms of violence, and (2) to restore dignity and functioning of survivors

If you have any inquiries, please do not hesitate to contact:

Jeanette Kørner
jrkk@dignity.dk

Deadline:
Friday 15th
January 2024



through access to timely and quality mental health and psychosocial support/rehabilitation and justice.

DIGNITY's modus operandi is the human rights-based approach to development work. We work in close partnership with civil society organisations to strengthen local capacities to document torture and ill-treatment, conduct advocacy, and deliver trauma-informed Mental Health and Psychosocial Support (MHPSS) services and other relevant support to survivors. Moreover, we engage with duty-bearers at different levels through capacity building efforts and advocacy with the aim of stimulating legal and practical change towards enhanced compliance with States' international human rights obligations to uphold the prohibition of torture and ill-treatment in its various forms.

Globally, DIGNITY's senior staff occupy seats in the UN Sub-committee on Prevention of Torture (SPT) and the European Committee for the Prevention of Torture (CPT) thereby taking a leading role in promoting human rights norms that provide protection against torture and ill-treatment.

DIGNITY's international work is supported by, amongst others, the Danish Ministry of Foreign Affairs, the Swedish Ministry of Foreign Affairs, the European Union and the US Department of State. Our annual turnover is around USD 30 million, and we employ approximately 150 staff at the headquarters in Copenhagen and at our country offices in Jordan and Tunisia.

DIGNITY's work in Uganda

DIGNITY has been working in Uganda since 2017. We currently work closely with a number of civil society organizations and Makerere University with the aim of strengthening access to rehabilitation for survivors of torture and other forms of violence in Uganda as well as preventive measures.

Going forward it is a strategic priority for DIGNITY to strengthen DIGNITY's work and position in Uganda through a DIGNITY branch office, that can support us in further strengthening our work in the country, mainly within the following:

- To further build-up coherent and scalable programmes in Uganda with multiple partners
- To enhance strong partnerships in Uganda and cross-national networks
- To enhance outreach to and empowerment of at-risk populations and survivors of torture and other forms of violence

In line with this, DIGNITY is looking for a consultant based in Kampala who will support DIGNITY in establishing a well-functioning DIGNITY office in Kampala following the official NGO registration and in achieving the strategic priorities outlined above.

2. Consultancy Scope of Work

The consultant will be responsible for the following tasks:

Support DIGNITY in establishing an office space

- Support DIGNITY in identifying and establishing a physical office space in Kampala following the NGO registration requirements
- Support DIGNITY in ensuring compliance with Ugandan law for NGO operations together with a Ugandan law firm which is contracted by DIGNITY
- Investigate conditions to set up a financial system in Uganda in alignment with DIGNITY's financial system in Copenhagen
- Represent DIGNITY during relevant meetings and events in Uganda and potentially regionally
- Provide recommendation on how to ensure that the office in Uganda works in compliance with DIGNITY's general operational procedures and standards for a respectful working environment and any applicable laws

Support DIGNITY DIGNITY in building up projects in Uganda

- Provide recommendations to DIGNITY on how to strengthen synergies between DIGNITY's current projects / engagements in Uganda as well as cross-national within the African region
- Support DIGNITY in the conceptualization and development of a comprehensive programme with multiple partners in close dialogue with existing partners in the country
- Support DIGNITY in the identification of new relevant partners and thematic areas
- Provide recommendations to the implementation of DIGNITY's strategic priorities through the programming in Uganda

Providing DIGNITY with strategic insights regarding contextual challenges, the human rights situation and funding opportunities in Uganda

- Report regularly to DIGNITY about the progress, challenges and needs for adjustments of strategies and plans
- Inform DIGNITY regularly on the human rights situation as well as the socio-political and security situation in Uganda
- Inform DIGNITY on new funding opportunities in Uganda and support interaction between relevant partners, DIGNITY and potential donors

The tasks will be further defined and made more specific with deliverables and timeline depending on the competences, start date and input from the selected candidate.

3. Knowledge, competences and experience requirements

Minimum requirements

- A relevant university degree in social sciences, human rights, law or the like
- Fluency in written and oral English
- Solid IT skills and mastering of online working flows (Word, Excel, Power point, Outlook, online meeting tools and so forth)

Professional experience

- At least 10 years of professional experience with responsibilities in administration and/or in NGO Development and/or Humanitarian work
- 5 years of professional experience in human rights/development work in Uganda
- Solid experience with development and implementation of larger development programmes
- Solid experience in engaging and facilitating processes with multiple stakeholders (local, national and international actors)

Project management experience and skills

- Demonstrated skills in the utilization of a Logical Framework Approach and Theories of Change
- Solid experience in project monitoring and evaluation
- Demonstrated skills in budget follow-up and reporting
- Demonstrated skills and experience with donor compliance and communication
- Experience in working with NGO partners on project implementation (full project cycle)

Other appreciated skills and knowledge

- Strong coordination and communication skills
- Ability to work independently and as a team player
- Ability to adapt and be flexible
- Experience with establishing / running an NGO branch office in Uganda
- Solid knowledge of the environment of human rights actors (state and non-state) in Uganda
- A solid knowledge of the environment of civil society organisations in Uganda
- A solid knowledge of the justice and health sector in Uganda

4. Work conditions

1. The consultant will be based in Kampala, with some travels to DIGNITY project areas together with local partners. Currently this is primarily in Western Uganda (Kasese District and Kyaka II refugee settlement).

2. The consultant will refer to the Deputy Director of International Programme placed at DIGNITY's office in Copenhagen and have ongoing dialogue with DIGNITY's Project Manager responsible for projects in Uganda. Furthermore, the consultant will collaborate with DIGNITY's project teams which also includes technical staff supporting projects / partners on rehabilitation, advocacy, health, and legal aspects of projects.

5. How to submit your application?

Interested candidates will send their application (letter of motivation + CV + diplomas and other certified certificates) with an offer including a budget for the scope of work and timeframe **latest Friday 15th January 2024** to the following address: umb@dignity.dk with the reference: *Consultant DIGNITY Uganda*.

NB: diplomas and certificates should be scanned in a unique vertical and aligned format.

A jury will pre-select the applicants who will then be invited for interviews most likely in the last week of January 2024.

NB: Only preselected applicants will be contacted.

Diversity is a strength for DIGNITY. Therefore, we encourage all qualified persons to submit their application whatever their age, sex, religion, or ethnicity.

For more information, do not hesitate to contact DIGNITY's Deputy Director of International Programme, Jeanette Kørner by e-mail jrkk@dignity.dk or Project Manager for Uganda, Una Marquard-Busk by e-mail: umb@dignity.dk