

**NHRF - COLOMBIA OFFICE**  
**COMMUNICATIONS AND ADVOCACY ADVISER - RESPONSIBLE FOR**  
**STRATEGIC COMMUNICATIONS AND ADVOCACY WORK**  
**FULLTIME OSITION**

The Norwegian Human Rights Fund (NHRF) expanded its work in Colombia in 2020 through the establishment of a country office in Bogota. The office is responsible for all funding in Colombia and operates independently while remaining an extension of and accountable to the NHRF and its mandate. The office has two areas, *Peace and human rights area* and *Forest, environment and humanrights area*. This position belongs to both areas.

The Norwegian Human Rights Fund is looking for a highly skilled, proactive, and flexible Communications and Advocacy Adviser - Responsible for Strategic communications and advocacy work, with proven track record and results in advocacy and strategic communications work from NGOs or similar institutions, to join our dynamic country office team based in Bogota and lead the communications work in Colombia.

**Deadline for applications:** February 13th.

**Startup date:** Preferably February or March.

**Duty station:** Bogotá, with travel in the country to be expected.

**Timeline for the position:** 2 years, with possibility of extension, after a trial period of 6 months.

### **Responsibilities**

Under the supervision and guidance of Colombia Country Director, this position will coordinate communications activities with the team in Norway and Colombia following the NHRF mandate. The NHRF communication work has developed much the last year and is currently in a phase where there is need for more strategic direction in the communications and advocacy work, and around security and protection in communication work. We are seeking a person that can lead this work in strategic Communication, advocacy and coordination of the communication work in Colombia, and that have knowledge on how to create public support, empathy and solidarity towards the role played by humanrights defenders. The person will work with other highly skilled communications personnel and other team members in the NHRF on advancing this work.

### **Professional qualifications**

- University degree in communications or journalism, and preferably Master's degree.
- At least 7 years of relevant working experience.
- Proven results in leading advocacy and strategic communications work.
- Proven experience in creation of content in the thematical areas of the NHRF and preferably from working with a similar institution and/or organisation.
- Proven record in developing and implementing communications strategies, communications handling plans and campaigns.
- Knowledge of programmes for graphic design, audio, and video editing for communications pieces for campaigns and public events, is desirable, not obligatory.

- Experience in working with human rights defenders/ human rights organisations and positivenarrative work.
- Excellent liaison, networking and communication skills, ability to ensure acceptance by different stakeholders.
- Fluent Spanish and working proficiency in English (willingness to improve English if necessary).The candidate must be able to interact with NHRF team members who do not speak Spanish.
- Advanced computing skills.
- Excellent writing, editing and content creation skill in Spanish and preferably also in English.

### Personal qualifications

The NHRF is seeking a person in a period of growth and development that is reliable, self-driven, but committed to be a part of a dynamic team of 14 people in Colombia to develop the work that can benefit a variety of civil society and community organizations work.

We look for a person that share our values of equality, dignity and diversity and keep these at heart when working with staff, grantees, and our stakeholders.

The person will be working in a multicultural working environment and with grantees of all sizes and in different parts of the country and must therefore be ready and willing to be open to new ways of thinking and in ways of communication. The candidate must be able to work under pressure and with much capacity, and that can interact with donors, grantees, the team and NHRF staff in a respectful and supportive manner. We look for a person who is good at building effective, lasting relationships and can bring people round.

### Work amount and conditions

We are seeking a person who can work full time from the office in Bogota, during regular office hours. Travel in the country will be expected. Salary and conditions will be discussed with the suitable candidate. The NHRF Colombia office offers a full-time labor contract with all social benefits.

Please send your CV and a letter of Interest to The Norwegian Human Rights Fund to: [colombia@nhrf.no](mailto:colombia@nhrf.no) by the deadline **13th of February 2022**. Please mark the e-mail "**Communications and Advocacy Adviser + Full Name**" and your name and surname.

The letter should clarify your motivation for applying and how your experience and background match the NHRF's list of qualification needed for this position. The letter should not exceed 1 page and should include at least two references.

We welcome applications irrespective of people's age, disability, sex, gender identity and expression, race or ethnicity, religion or belief, sexual orientation, or other personal circumstances.

### About the NHRF

The NHRF supports locally driven and grassroots organizations and social movements that work to promote the human rights of marginalized and vulnerable groups throughout the world. We currently support projects in seven priority countries and in many others through our thematic Human Rights Defenders Protection program, which does not have geographical boundaries. The NHRF operates with a mission to be a bold, non-bureaucratic, risk-willing donor that can support small and local initiatives and organizations with a limited budget, including new initiatives, to help drive and support those working in the front lines of defense for human rights.

While the NHRF's strategic goal is that marginalized and vulnerable individuals and other groups who experience human rights violations and injustices are able to claim their rights and have them fulfilled, the NHRF has identified the following three key strategies or tools to reach our goal:

1. Direct financial support for human rights work
2. Networking and capacity building
3. Communications, advocacy and strategic alliance building

The NHRF makes a significant contribution to civil society in Colombia by supporting a very diverse portfolio of local, grassroots, national and regional organizations with a high degree of local ownership. For the next years the NHRF Colombia will support more than 75 local organizations and communities in Colombia.

For more information about the NHRF: [www.nhrf.no](http://www.nhrf.no)