

Capacity Development Expert based in Ukraine

About ERIM

ERIM (Equal Rights and Independent Media - formerly known as IREX Europe) is a not-for-profit organisation based in Lyon, France. We provide innovative projects to promote human rights and strengthen independent media and civil society. The ERIM approach emphasises partnerships with local development organisations to bring about change through training, partnerships, education, research and sub-granting schemes.

We are looking for **an experienced consultant** based in Ukraine, for a 12-month contract aiming to enhance skills and knowledge of local civil society organisations (CSOs) and independent media and improve their organisational capacities, resilience and sustainability.

The work of the consultant is in support of **DEAP project** ("Democracy in Eastern Partnership"), a 3-years EU-funded regional project run by ERIM, which aims to promote inclusive, resilient and democratic societies in the Eastern Partnership Region.

The Role

The consultant is expected to start on November 12, 2024 and support ERIM over a 12-month period with an estimated of 22 days per year, work with potential adjustments according to the workload. The consultancy contract will be based on deliverables, and we require a strong, mixed expertise in **organisational capacity development**, including management, strategic planning, and if possible, a network of experts that can provide complementary support in specific areas.

Please submit your daily rate or financial offer; offers exceeding €180 per day will not be considered and must be supported by documented experience in performing similar tasks. The total estimated budget for this project is €3,960.

The Mission

We plan to select at least two CSOs and/or media organisations to receive grants for organisational capacity development. Once selected, the organisations will undergo an Organisational Capacity Assessment (OCA), develop a capacity development plan and an action plan (with strategic priorities). Grants implementation will have an estimated duration of 12 to 18 months.

The work of the consultant will be to assist ERIM in the OCA process, develop the capacity development and action plans in cooperation with the organisations, monitor and evaluate the progress of their projects throughout the implementation, facilitate connections among the beneficiaries and participate in at least one networking event abroad, providing expertise and leading a training session during the event.

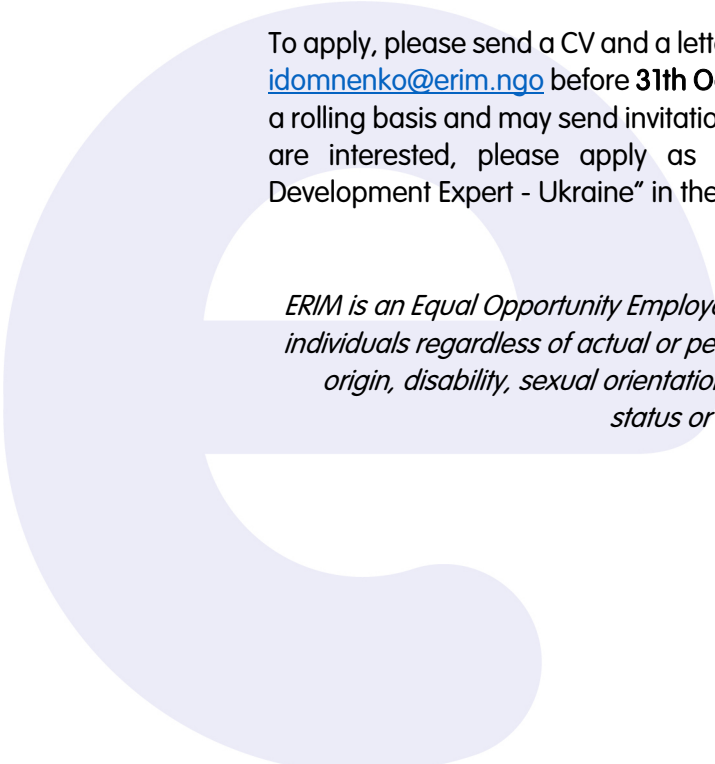
Main responsibilities and tasks

The experienced consultant based in Ukraine will be tasked to:

- Conduct 2 organizational capacity assessments together with ERIM staff
- Support beneficiaries in developing a capacity development and action plan and offer counselling and mentorship
- Assist organizations in adjusting, if needed, during the implementation of capacity development and action plans, and report on their progress.
- Participate in a networking meeting in the Spring-Summer 2025
- Support ERIM with on-site networking meetings and monitoring visits

Person specification

- Formal education – degree/masters in a relevant field of study (law, human rights, development, project management, social studies, international relations, etc.) and/or the equivalent combination of education and work experience
- At least three years' experience in organizational capacity development, project management and support to CSOs and media actors
- Excellent computer skills (Word, Powerpoint, Excel)
- A strong network of contacts in the fields of civil society development, human rights promotion and/or media development
- Fluency in written and spoken English and Ukrainian is mandatory
- Pro-active, solutions focused, and able to work independently
- Organised and able to meet deadlines



To apply, please send a CV and a letter of motivation to emartinez@erim.ngo and idomnenko@erim.ngo before **31th October, 2024**. We will review applications on a rolling basis and may send invitations to interview before the deadline so, if you are interested, please apply as soon as possible. Please put "Capacity Development Expert - Ukraine" in the title of your email. No phone calls please.

ERIM is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of actual or perceived race, religion, color, sex, age, national origin, disability, sexual orientation, marital status, personal appearance, family status or responsibilities, gender identity or expression.

