

DIGNITY IS HIRING A TUNISIA COUNTRY DIRECTOR

Would you like to take on a key role in a leading anti-torture organization that works to prevent torture and violence, as well as support survivors? And do you have relevant management experience from the field of human rights and development?

DIGNITY – Danish Institute Against Torture can offer you an exciting opportunity as Country Director (CD) for our office in Tunis.

We were founded in 1982 as one of the world's first specialized torture rehabilitation centers. Today, we are a leading global player in research-based torture prevention and rehabilitation of trauma survivors worldwide. We work both politically and developmentally for a world free of torture. DIGNITY has worked in the MENA region since 1994 and achieved significant results and growth in the last 12 years. DIGNITY's Tunisia engagement was established in 2012 and supports projects within the rehabilitation of torture survivors and prevention of torture with a range of partners. The office consists of 9 staff members. The Country Director will secure DIGNITY's leading position as an anti-torture organization supporting both state institutions and civil society actors in Tunisia.

The position

The Tunisia Country Director will be based in Tunis and will report to the Deputy Director of International Programmes based in Copenhagen.

As Director of our Tunis office, you will:

- Be DIGNITY's representative in Tunisia and represent DIGNITY and conduct negotiations with current and potential partners as well as other stakeholders.
- With reference to the Deputy Director of International Programmes based in Copenhagen, oversee the full range of financial, administrative, operational and human resource management in the country operations.
- Ensure timely implementation of DIGNITY's vision and engagement in Tunisia, in line with DIGNITY's Global Strategy.
- Act on the basis of DIGNITY's management values, and in addition live up to the HR framework set for the country offices by HR/Copenhagen.
- Mitigate and manage risks to safeguard DIGNITY and partners' work, reputation and safety, and carry out on-going security risk assessments of the impact of the political and socio-economic context in the country.
- Manage the DIGNITY Tunisia staff, including providing helpful feedback, performance reviews, managing and assigning responsibilities, and offering training opportunities.
- Support/advise partners in strategic planning, financial management and capacity building.
- Be in regular dialogue with donors and international organizations to coordinate and secure additional funding.
- Identify new fundraising opportunities and, in conjunction with other colleagues, develop funding proposals and grant applications to secure new funding.
- Perform budgeting and accounting reviews and ensure that contractual obligations and donor policies and strategies are adhered to

We offer you:

- A chance to contribute to significant positive changes on the ground within the human rights field.

- A dynamic working environment with highly skilled and motivated staff in the country office and strong support and commitment from colleagues in Copenhagen.
- The opportunity to become part of an organization constantly striving to promote and implement cutting-edge knowledge and programmes within our field.

Required skills:

You have a master's degree in a relevant field and documented relevant experience. We also emphasize that you have :

- An in-depth understanding of Tunisia as well as the MENA region and you have a strong track record in promoting coordination between different parties, state and non-state.
- Excellent communication skills, orally and in writing, and an ability to communicate effectively with stakeholders at all levels.
- Knowledge and experience of working on the promotion and protection of human rights with civil society organizations and preferably also with governmental institutions.
- Experience in managing and supporting the development of staff.
- A minimum of ten years of relevant experience from working with partners and networks internationally in development projects, preferably from the MENA region.
- Highly developed financial management skills and are confident developing and managing budgets.
- Fluency in French and English; Arabic will be considered as an asset.
- Demonstrated ability to undertake high-level representation and advocacy.
- Demonstrated success in developing fundraising proposals and securing funding from multi-lateral donors.
- A good sense of humor and an approachable style.

Terms of employment

- The framework for the Country Director's strategic work as well as other tasks is determined by the Deputy Director of International Programmes.
- The position is temporary and expires after 2.5 years with a possibility for extension.
- Expected start date is January 1, 2025 or as soon as possible thereafter.
- Your place of employment will be at our country office in Tunis. Some travel activity must be expected.
- Your working hours are 40 hours per week.
- Compensation will be negotiated on the basis of qualifications and skills and in line with Tunisian salary scales.

Further information

Further information regarding the position can be obtained by contacting the Deputy Director of International Programmes, Giorgio Caracciolo, on tel. +45 60109413, or by mail:

To apply, please send your CV, cover letter, and diplomas to info.tunisia@dignity.dk no later than 29th of November 2024.

We expect to hold interviews on 4th of December and possibly also a second interview within the shortest delay. The interviews will be held in English, and a second interview will include an assignment.

DIGNITY is a self-governing humanitarian, politically independent organization. DIGNITY rehabilitates traumatized refugees in Denmark, does international research in the field of torture and delivers targeted development cooperation with organizations and partners in more than twenty developing countries. You can read more about our organization and work at www.dignity.dk. DIGNITY regards diversity as a strength and therefore encourages everyone qualified to apply for the position regardless of ethnic background, gender, sexual orientation, disability, religion or age.