**ASSOCIATION FOR HUMAN RIGHTS IN ETHIOPIA**




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# TERMS OF REFERENCE (TOR)

**11/28/2025**

**Addis Ababa**

**Position Title: Counselor/Project officer-CRSV Response/**

**Required No. Two (2)**

**Organization Name: Association for Human Rights in Ethiopia /AHRE/**

**Job type & Duration: Contractual (18 months)**

**Duty station – Tigray region /Mekelle/ and Amhara region /Dessie/**

## 1. Job Description:

### 1.1. Background

Association for Human Rights in Ethiopia (AHRE) is a non-governmental, non-partisan, and not-for-profit organization dedicated to the advancement of human rights protection in Ethiopia through research-based investigations and evidence-based advocacy at the national level. The organization is registered under the FDRE Authority for Civil Society Organizations through proclamation number 1113/2019 with registration number 5223.

AHRE, will be undertaking a project in two regions namely in Tigray and Amhara Regions and is seeking to hire qualified personnel to carry out its project activities.

### 1.2 Purpose of the position

- ✓ Provide psychosocial support, trauma-informed counseling, and case management to survivors
- ✓ Support safe referrals to health, legal, protection, and livelihood services.
- ✓ Strengthen coordination with government and NGOs to improve survivor-focused services
- ✓ Ensure ethical documentation of cases, monitoring, and reporting program activities.
- ✓ Lead program activities in the project areas.

### 1.2.1 Key Roles/responsibilities of the Officers

- Provide confidential individual counseling, group therapy to CRSV survivors
- Conduct needs assessments, develop case action plans, and ensure regular follow-up when the need arises.
- Organize structured activities for peer support groups
- Facilitate and support in trainings, experience sharing, case documentation
- Maintain updated, secure, and confidential case files, respecting data protection standards.
- Ensure the safety, protection, and dignity of the project targets/ right holders

- Work closely with Bureau of Women, Children and Social Affairs (BoWCSA), health centers/hospitals, police/legal aid providers and psychosocial and community-based organizations
- Produce weekly/monthly narrative reports for the project coordinator
- Support assessments, FGDs, surveys, and M&E activities.

**1.2.2 Ethical & Professional Responsibilities**

- Adhere to survivor-centered principles: safety, confidentiality, respect, non-discrimination
- Uphold organizational safeguarding policies.
- Ensure culturally sensitive and trauma-informed engagement.
- Treat all survivor information with the highest level of confidentiality.

**3. Qualification and Experience Required**

- Applicants should have a Bachelor's or Master's degree in Psychology, social work, gender studies or related fields.
- Minimum 2 years direct experience in counseling, GBV/CRSV case management or protection work.
- A high level of written and spoken English, Amharic, and Tigrigna (for applicants from the Tigray region) is mandatory. Knowledge of other languages is a plus.
- Applicants must reside in the Tigray or Amhara region.

**4. Application Procedure**

All interested applicants can apply by presenting the following documents:

- Letter of Application and
- An updated CV of the applicant

**How to Apply:**

Interested applicants can submit their documents through the following address within 7 working days of the publication of this post:

1. Send documents via Email address: apply@ahrethiopia.org

**Women Applicants are highly encouraged.**

**Only shortlisted applicants will be communicated.**