ASSOCIATION FOR HUMAN RIGHTS IN ETHIOPIA



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TERMS OF REFERENCE (TOR)

3/26/2026

Addis Ababa

Position Title: Counselor/Project officer-CRSV Response/

Required No. One (1)

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

Job type & Duration: Contractual

Duty station – 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 Amhara Region 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, and Amharic is mandatory. Knowledge of other languages is a plus.
- Applicants must reside in the 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.