

CONSULTANCY: COUNTRY COORDINATOR AND PROJECT MANAGER, MOROCCO

Application deadline: 11/ 08/2025 at 12:00 (GMT+1)

Background:

The Danish Institute for Human Rights (DIHR) works to strengthen national human rights systems in the Middle East and North Africa (MENA), with a particular focus on supporting governmental human rights focal points, national human rights institutions, and other key state and non-state actors. In Egypt, DIHR seeks to enhance the capacity of national mechanisms engaged in the promotion, protection, and implementation of human rights commitments.

We are looking for a Country Coordinator and Project Manager – Human Rights and Governance to lead the implementation of DIHR's projects in Morocco, ensuring effective engagement with state actors, strategic project planning, and coordination with national and international stakeholders. The position emphasizes project management, partnership-building, and institutional capacity development while integrating human rights-based approaches.

Key Responsibilities

Project Management and Implementation

Lead the planning, execution, and monitoring of DIHR's human rights and governance projects in Morocco, ensuring alignment with DIHR's strategic objectives.

Develop annual work plans, budgets, and monitoring frameworks for project implementation.

Oversee project administration, including financial management, risk assessments, and compliance with DIHR's project management policies.

Ensure timely reporting to DIHR headquarters and relevant donors, providing updates on project progress, outcomes, and challenges.

Coordinate the development of concept notes, Terms of Reference (ToRs), and background materials for project-related activities (e.g., workshops, training, and dialogues).

Partnership management and liaison with state actors

Establish and maintain close working relationships with key governmental human rights institution, including migration governance actors, and public independent actors in Morocco.

Act as a liaison with state actors ensuring effective communication to support institutional capacity development.

Represent DIHR in external meetings with Governmental representatives, diplomatic missions, UN agencies, donors and civil society.

Identify opportunities for joint initiatives and strategic collaborations, contributing to project expansion and impact.

Strategic planning and context analysis

Conduct ongoing analysis of the national human rights context in Morocco, including legal and institutional developments affecting DIHR's work.

Facilitate dialogue with governmental partners, on strengthening human rights mechanisms, ensuring coordination between stakeholders.

Capacity Building and Knowledge Sharing

Support in the design and implement capacity development activities for human rights institutions including training, mentoring and institutional support.

Support partners in developing and implementing national human rights plans, policy frameworks, and monitoring mechanisms.

Facilitate knowledge-sharing initiatives, including workshops and seminars.

Monitoring, Evaluation, and Learning (MEAL)

Ensure effective monitoring and evaluation of project outcomes, applying methods such as Outcome Harvesting and results-based management.

Document lessons learned and best practices to inform future programming and policy recommendations.

Qualifications and experience**Required Qualifications:**

- Master's degree in human rights, international law, political science, development studies or a related field
- Minimum of seven years of experience in project management within human rights governance, or international development sectors
- Strong experience working with state actors including governmental human rights institutions, ministries or other public bodies.
- Proven ability to manage complex projects, including budgeting, reporting and donor relations.

- Experience in partnership -building, stakeholder engagement and coordination with governmental and non-governmental entities.
- Excellent analytical, writing and communication skills in English and Arabic.

Desirable Experience:

- Prior experience working in Morocco or the MENA region in human rights and governance-related projects.
- Familiarity with international human rights mechanisms, including the UN treaty bodies and UPR process.
- Experience conducting policy analysis and providing technical advice to state institutions.
- Knowledge of donor-funded project management frameworks.

Competencies and Skills

- Strong project management and organizational skills.
- Ability to engage effectively with high-level state actors and navigate political sensitivities.
- Excellent interpersonal and negotiation skills for working with diverse stakeholders.
- Strong research and policy analysis capabilities.
- Ability to work independently while ensuring alignment with DIHR's strategic priorities.
- Commitment to human rights principles and institutional capacity building approaches.

Conditions of Consultancy

The consultancy position is based in Rabat, Morocco with occasional travel within the region.

Applicants must have permit to work as consultants and reside in Morocco.

Consultant is responsible for all applicable taxes on remuneration. The duration is until end of June 2027.

Fee range will be commensurate with qualifications and experience.

Application Process

Qualified candidates should submit their application no later than 11/ 08/2025 at 12:00 (GMT+1). Selection and interviews are estimated to take place in August 2025, and the successful candidate is expected to start 1st of October 2025.

Applications in English must be submitted by using the application form and should include cover letter explaining relevant experience and motivation, a CV highlighting relevant qualifications and work experience and contact details incl. phone numbers

of two professional references, and an indication of the applicant's proposed daily fee rate.

The Institute encourages gender equality and diversity in the workplace.

If qualified, we strongly encourage you to apply for the position.

[Click here to apply](#)

Questions about the position

For further information about the position, contact adviser Yassine Benhaddou: <mailto:yabe@humanrights.dk>

The Danish Institute for Human Rights is a state institution, independent of government with a national and international mandate provided by law. The Danish Institute is known by its partners for being collaborative and trustworthy and for taking responsibility for creating long-lasting solutions. This allows the Danish Institute to operate in the nexus between governments, civil society and businesses.