

Sudan Programme Coordinator (Project Lead)

About Rights for Peace

Rights for Peace is a UK-registered human rights organisation dedicated to the prevention of mass atrocities through strengthening victims' rights and the resilience of affected communities, with a particular focus on identity-based violence.

About the Role

Location: Remote (UK/East Africa preferred) with travel to Uganda/Chad/Sudan as necessary

Reports to: Director

Contract: Full-time for approximately 20 months

Salary: Commensurate with experience

Start date: As soon as possible

Rights for Peace is looking for a committed team member to join our small team to lead our 'Sudan survivor-led justice and advocacy projects, which have a strong emphasis on conflict-related sexual violence. The Project Lead will be responsible for the overall coordination, quality, and delivery of the project, ensuring that implementation is trauma-informed, survivor-centred, safe, and aligned with Rights for Peace's values and safeguarding commitments. The role will develop and oversee partnerships, work planning, risk management, monitoring and learning, and donor reporting. The Project Lead will accompany and support grassroots partners, provide strategic leadership, and lead advocacy outputs, ensuring that activities contribute to justice, protection and long-term resilience for CRSV survivors.

Project Leadership & Coordination

- Lead the establishment, accompaniment, and consolidation of up to five survivor-led groups of CRSV survivors
- Support survivor leaders to facilitate meetings, define collective priorities, and engage safely in advocacy and other activities.
- Ensure survivor groups are supported in ways that prioritise dignity, agency, psychosocial wellbeing, and long-term sustainability beyond the project lifecycle
- Lead ongoing contextual and security risk assessments in collaboration with partners and Rights for Peace leadership.
- Adapt activities, timelines, or locations in response to security developments, including shifting focus between justice-oriented and social-cohesion activities as required.
- Ensure compliance with Rights for Peace safeguarding policies, survivor-centred methodologies, and do-no-harm principles in all project activities.
- Contribute to incident reporting, learning reviews, and mitigation planning where risks materialise.
- Coordinate participatory monitoring and learning processes, including reflection sessions with survivor groups, activity debriefs, and qualitative documentation of change.
- Support the use and adaptation of MEL tools
- Contribute to the synthesis of learning into the survivors' strategy and donor reporting.
- With support, draft and coordinate high-quality advocacy outputs, including briefing notes and selected submissions to international and regional justice or human rights mechanisms, in line with project priorities and survivor consent.

Experience and Competencies

The incumbent should **ideally** have:

- A relevant university degree, to master's level, such as a Master's in Human Rights, International Law, or a related discipline such as Gender Studies or Social Development, would be an asset.
- 5 years relevant working experience in the human rights field, with experience in the Sudan context;
- Knowledge of UN Human rights mechanisms and opportunities to advocate for human rights using these mechanisms would be an asset.
- Fluency and working level English and Arabic;
- Experience and knowledge of safeguarding, survivor-centred approaches and gender-based violence;
- Proven research, advocacy skills, such as the ability to identify, develop and articulate key messages and objectives (orally and in writing);
- Experience of working on gender issues including GBV or CRSV in close contact with victims and survivors;
- Team working skills and sensitivity to working in a diverse environment with survivors and partners;
- Resilience, sensitivity and willingness to engage with CRSV survivors and process data related to GBV;
- Commitment, problem solving, innovation and flexibility adapted to a dynamic cultural and sensitive setting;
- 'Can-do' attitude and willingness to take a hands-on approach to supporting the project and related tasks;
- Confident computer literacy and proficiency in Microsoft Word and Microsoft Excel (for working within budgets).
- Willingness to travel.

Terms

The incumbent will be in principle be based regionally within relative proximity of the project activities and will report to the Rights for Peace Director in London. The contract will be on a consultancy basis, fixed for the term of the project with a 3-month probation period. The core part of the project is approximately 20 months, starting 15 January 2026 or as soon as possible thereafter. Continuation of the role is subject to funding and satisfactory performance.

Application Process

Please apply to: info@rightsforpeace.org with "Sudan Programme Coordinator" in the subject heading. Please include:

- A CV
- A Cover Letter indicating motivation for this role **and available start date**.
- 2 References

The closing date for applications is 5 January 2026

Interviews will in principle take place in early January.

Start date: from 15 January 2026 or as soon as possible thereafter.

Please note that **ONLY shortlisted candidates will be contacted**.

Rights for Peace is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We actively seek a diverse applicant pool and encourage candidates of all backgrounds to apply. Rights for Peace does not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other protected characteristic.