

Vacancy

Campaigns, Visibility, and Impact Consultancy

Program: Global Initiative Against Impunity for International Crimes and Serious Human Rights Violations: Making Justice Work (GIAI).

Reporting to: Women's Initiatives for Gender Justice (WIGJ)/International Federation for Human Rights (FIDH).

Budget: 19.000 EUR.

Starting date: November 2025 to February 2026 (~50 working days over four months).

Location: Remote (with the option to work on-site in the Hague).

Application deadline: November 2, 2025, 23:59 (CET) (applications reviewed on a rolling basis).

Background

[The Global Initiative Against Impunity \(GIAI\)](#) is a civil society-led programme co-funded by the European Union. Its goal is to promote inclusive, integrated, comprehensive justice and accountability for serious human rights violations worldwide. This action is implemented until November 2027 by a Consortium¹ of eight organisations, the Secretariat of the Coalition for the International Criminal Court (CICC) and two associate partners.

The two specific objectives of the GIAI are:

- Increased agency and participation of rights-holders (victims, survivors, civil society organisations) in formal and informal justice processes.
- Enhanced effectiveness of the accountability frameworks and systems to fight impunity and ensure victim-centered, trauma-informed and gender-transformative justice.

To increase visibility and strengthen the positioning of the GIAI in key global policy spaces, including the upcoming Assembly of States Parties (ASP) of the International Criminal Court (ICC), the GIAI seeks to engage a consultant for a period of four months.

¹ FIDH as the lead agency, Civil Rights Defenders (CRD), the European Center for Constitutional and Human Rights (ECCHR), Impunity Watch (IW), Parliamentarians for Global Action (PGA), Redress, TRIAL International, Women's Initiatives for Gender Justice (WIGJ). The associate partners are the Auschwitz Institute for the Prevention of Genocide and Mass Atrocities (AIPG) and the International Commission of Jurists (ICJ).

The consultancy will provide strategic and operational support to finalize and implement the GIAI's communications strategy, produce high-impact communication products, and support visibility among targeted audiences, including donors, partners, and policymakers. The consultancy will also deliver an institutional visibility output: a draft GIAI's **Impact Report**, to be finalized by the end of February.

Specific objectives:

- 1. Strengthen the GIAI's strategic positioning and visibility**
 - Elevate the GIAI's profile as a credible and coordinated voice in global justice spaces, including the ASP.
 - Ensure consistent, values-driven key messages that reflect the GIAI's collective impact and vision.
 - Support targeted visibility efforts with donors, policymakers, and partners.
- 2. Ensure coherence and quality across GIAI communications**
 - Finalize and operationalize the GIAI's Communications Strategy, ensuring alignment among all consortium members.
 - Promote consistent use of the GIAI's visual identity, tone, and key messages across platforms and partners in accordance with visibility guidelines.
 - Facilitate effective coordination and knowledge-sharing through the GIAI Communications Taskforce.
- 3. Deliver high-impact communication products and tools**
 - Produce compelling multimedia and visual assets that translate the GIAI's work into accessible and engaging formats.
 - Design adaptable templates and communication materials that consortium members can reuse beyond the consultancy period.
 - Create a simple and replicable tool for collecting and showcasing impact stories from grantees and partners.
- 4. Strengthen institutional visibility and reporting**
 - Develop a professional, branded Impact Report template to be used annually.
 - Draft the first edition of GIAI's Impact Report, highlighting key achievements and lessons learned.
 - Embed sustainable communication and reporting processes within the consortium.

Duration, Level of Effort and Budget

- **Duration:** Four months (November 2025 – February 2026, covering the ASP period).
- **Estimated level of effort:** ~50 working days over four months.
- **Envisaged budget:** 19.000 EUR.

Management & Reporting

The consultant will report to consortium member Women's Initiatives for Gender Justice, working in close collaboration with consortium lead International Federation for Human Rights (FIDH). The consultant will work closely with the GIAI Communications Taskforce.

Progress updates will be provided bi-weekly, with a mid-term check-in and a final report at the end of the contract.

Qualifications

- Demonstrated experience in designing and implementing communications strategies for EU-funded programs or similar donor-funded consortia, with knowledge of donor visibility and reporting requirements.
- Demonstrated expertise in strategic communications for NGOs, coalitions, or advocacy campaigns.
- Experience in international justice, human rights, or governance issues is desirable.
- Experience with hope-based communications, including:
 - Shifting narratives from fear and threat to hope and possibility
 - Crafting values-driven messaging that inspires action and fosters empathy
 - Using storytelling, emotional framing, and audience-centered communication to engage diverse audiences
- Strong design and multimedia production capacity.
- Ability to work collaboratively with diverse organisations across geographies.

Selection procedure:

Please send the following by Sunday, November 2, 23:59 (CET):

- A curriculum vitae;
- A short proposal including how you meet the criteria for the consultancy, previous works undertaken, and proposed approach for this consultancy.

Apply via email to hr@4genderjustice.org with the subject line “Campaigns, Visibility, and Impact Consultancy”.