



ARTICLE 19 Europe

Consultant - Guiding principles to Human Resources Terms of reference

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| Responsible to: | Senior Director of Programmes |
| Key relationships: | Human Resources Team, Senior Leadership Team, Director A19 Europe |
| Location: | Netherlands / remote |
| Contract: | Consultancy – 10-15 days in the course of 4-6 weeks |
| Budget: | € 5,000 |

About ARTICLE 19

ARTICLE 19 has established a Regional Office for Europe in Amsterdam (ARTICLE 19 Europe), and started to hire staff in The Netherlands, as well as in other EU countries. Some of the current ARTICLE 19 Europe's staff was originally employed by the International Office in London, UK. At the same time, some staff working for the International Office is now employed through ARTICLE 19 Europe.

Purpose of the consultancy

ARTICLE 19 Europe needs to develop a coherent set of Human Resources policies and provide coherence to the terms and conditions of staff, consistent with national legal requirements and best practice, in line with the organisation minimum human resources standards and in equity with ARTICLE 19's international rewards framework.

In order to inform those policies, ARTICLE 19 Europe is looking to hire a consultant that in a first phase will drive internal consultations with the Senior Leadership Team, Human Resources Team, the Regional Director of Europe and other key stakeholders in order to establish organisational guiding human resources principles. These guiding principles should be rooted in what is right for the organisation, in line with the organisational values. They will emanate from our strategy of intent, our key issues, drivers and obstacles and from where do we need our staff to work from.

The consultant would deliver:

- Facilitate a consultation process with key stakeholders through a set of remote meetings
- A first draft of the organisational guiding human resources principles
- A final draft of the organisational guiding human resources principles, following final consultation with the Senior Leadership Team.

Payment Schedule

A 100% payment will be made upon completion and ARTICLE 19's approval of the outputs submitted by the consultant and are expected to be processed in a 14 days' period after submission of the invoice.

Personal specification

- A demonstrable experience in establishing on organisational human resources strategies and structures

Desirable

- Knowledge of Dutch human resources and labour law
- Expertise on interplay between Dutch human resources law and human resources law in other EU countries.

How to apply and deadline

Please send a copy of your CV and a covering letter outlining how your knowledge, skills, experience will help you deliver in this assignment.

Closing date: recruitment for this consultancy is currently ongoing.

David Diaz-Jogeix, Senior Director of Programmes at diaz-jogeix@article19.org