



JOB DESCRIPTION – SOGIESC-BASED HUMAN RIGHTS VIOLATIONS RESPONDERS

JOB TITLE: SOGIESC-BASED HUMAN RIGHTS VIOLATIONS RESPONDER (6 positions)

LOCATION: Regional – across the 6 geopolitical zones (Remote, should be available to travel within the region)

REPORTING TO: Programmes Associate (Human Rights & Advocacy)

SECONDARY SUPERVISOR: Emergency Response Coordinator

Gross Salary: 300,000

Employment Type: Contract

Contract Duration: 1 year (renewable for up to 3 years)

Application Deadline; 18th May, 2026 (12 noon WAT)

ABOUT TIERS:

[The Initiative for Equal Rights](#) (TIERS) is a nonprofit human rights organization committed to creating societies where human rights are guaranteed regardless of identity or status.

Guided by feminist principles and democratic values, our main aim is to protect, uphold, and promote the rights and humanity of sexual and gender minorities, women, PLHIV and intersecting marginalized groups.

Our work spans across Nigeria and some parts of Africa through narrative change and advocacy, health service provision, human rights violation response and documentation, research and knowledge sharing, economic justice, and provision of safe platforms for convergence.

Project Overview

The Margins to Mainstream project is a 3-year project responding to escalating violence, exclusion, and denial of justice faced by sexual and gender minorities and other intersecting marginalised groups across Nigeria. The project seeks to strengthen state and community-level human rights systems to improve reporting, documentation, legal response, and access to justice within specific states across Nigeria's six geopolitical zones.

The successful candidates will primarily support the implementation of activities under the Margins to Mainstream Program; they may also be assigned additional responsibilities and duties within the Human Rights Unit in line with organizational priorities and operational needs.

SUMMARY: SOGIESC-Based Human Rights Violations Responders will provide immediate, empathetic, and appropriate support to individuals experiencing human rights violations as part of the Margins to Mainstream Program by conducting initial assessments, offering first-response support, and coordinating timely interventions. Working closely with partner organizations within their assigned geopolitical region, the responder will document cases, monitor trends in human rights violations both online and offline, maintain accurate and confidential case records, support follow-up processes, and contribute to timely reporting to strengthen response systems and advocacy efforts.



ESSENTIAL DUTIES AND RESPONSIBILITIES

(Other duties may be assigned)

- Provide immediate, empathetic, and appropriate responses to individuals in crisis
- Conduct initial case assessments and provide first-aid support where necessary
- Work closely with organizations and community actors in their geopolitical region to respond to and document cases effectively.
- Actively monitor, track, and document trends of SOGIESC-based human rights violations both online and offline on a continuous basis.
- Provide detailed monthly reports of activities and documented cases
- Maintain accurate and up-to-date case documentation and records
- Coordinate follow-ups and support case management processes
- Ensure confidentiality, data protection, and ethical handling of all cases

KEY PERFORMANCE INDICATORS

- Ensure timely response to reported human rights violation cases occurring within the region according to the agreed response timeline.
- Monitor, track, and document trends of SOGIESC-based human rights violations both online and offline on a continuous basis.
- Ensure timely follow-up and case management coordination for active cases until closure or referral.
- Develop and maintain active coordination with partner organizations within assigned regions to support effective case response.
- Submit reports of monthly activity and case reports accurately and within agreed deadlines.
- Ensure compliance with confidentiality, data protection, and ethical case handling standards.

These KPIs will be the yardstick for measuring your performance during your appraisal.

REQUIREMENTS

Education & Professional Background

- Bachelor's degree in Law, Human Rights or related fields.
- Additional training in case management, psychosocial support, human rights protection, safeguarding, or crisis response is an advantage.

Experience

- 0-1 year of experience as a legal practitioner or 1-2 years as a trained paralegal, SOGIESC-based or Gender-Based Violence (GBV) responder.
- Experience working with gender and sexual minority groups, survivors of violence, or other marginalized populations is strongly preferred.
- Experience handling sensitive and confidential cases with professionalism and discretion.

Technical & Professional Skills

- Strong case documentation and report writing skills.
- Knowledge of human rights principles, protection mechanisms, and referral pathways.



- Ability to conduct initial case assessments and provide immediate crisis response support.
- Strong understanding of confidentiality, safeguarding, and data protection practices.
- Ability to monitor and track trends in human rights violations both online and offline.
- Proficiency in Microsoft Office tools (Word, Excel, and Google Workspace tools).
- Strong verbal and written communication skills in English.
- Ability to coordinate effectively with community actors, partners, and service providers.

Advocacy & Values Alignment

- Strong commitment to human rights, social justice, and inclusion.
- Ability to work in sensitive environments and handle confidential information with professionalism.
- Demonstrated understanding of issues affecting marginalized persons and other marginalized communities.

Personal Competencies

- Strong communication and interpersonal skills.
- Excellent time management and multitasking ability.
- Ability to work independently and collaboratively in a fast-paced environment.
- High level of professionalism, integrity, and accountability.
- Creative, proactive, and solution oriented.

Additional Information

Please note that successful candidates are expected to have access to a personal laptop to effectively carry out reporting, documentation, and other administrative responsibilities required for the role. TIERs will provide a work phone for official communication and response coordination.

The Initiative for Equal Rights (TIERs) is an equal opportunity employer committed to building a diverse, inclusive, and equitable workplace. We welcome applications from qualified candidates regardless of age, gender identity or expression, sexual orientation, disability, ethnicity, religion, marital status, socioeconomic background, or other protected characteristics.

We strongly encourage applications from individuals with lived experiences and those from communities directly impacted by the issues we work to address. All employment decisions are based on qualifications, merit, and organisational needs.